



HayGroup

The Kolb Learning Suite Brochure



An Introduction

An internet search of “learning style inventory” today will get you in excess of 800,000 hits. Try “learning styles” and you will get close to eight million. It’s mind boggling—so much information, so many assessments. How can anybody be expected to sift through the piles of information and identify the tools that will work best for them?

The learning tools described here were designed by Experiential Learning expert and founder of Experience Based Learning Systems, Inc., David A. Kolb, Ph.D. All of these tools are based on his research and have been improved upon over the years based on feedback from millions of global users.

Kolb Learning Style Inventory, Version 3.1

Accept No Substitutes!

Many instruments claim to be based on Kolb’s Experiential Learning Theory, but only the Learning Style Inventory (LSI) was developed by David A. Kolb, Ph.D. It’s a statistically valid and reliable 12-item self-assessment tool used by over one million users! The LSI3 has a wide range of applications in business and academic settings. By identifying preferred learning styles, it opens opportunities to develop better problem solving, teamwork, conflict resolution, communication, and career choices. Unlike any other learning styles instrument, the LSI3 is surrounded by a powerful suite of optional development tools for individuals and teams – all based on 30 years of research by David Kolb, Ph.D.

The Kolb Team Learning Experience

Prepare a Team to Learn New Skills Together

Experiential Learning provides a proven process that helps facilitators draw on the strengths of individual team members to achieve team goals. This 7-hour simulation creates a “team learning space” to work through a full cycle of learning. The experience includes comparison of individual learning styles and preferred roles on the team; exploration of skills needed to accomplish the team’s goal; and a process to ensure success in learning together as a team. An ideal prerequisite or refresher for any team training initiative.

Kolb Learning Style Exercise

Sharpen a Group’s Problem Solving Insight

This 2-hour activity provides a fun and effective way to identify the impact of diverse learning styles on group problem-solving situations. It is especially effective in team-focused training initiatives. Working individually, participants are instructed to resolve an emergency situation by ranking, in order of importance, a list of items that can be used to solve the problem. Then, participants are assigned to groups and instructed to come up with a team consensus to the rank ordering of those same items. The activity provides participants with insights and experience in different learning styles and how they can enhance the problem solving process.

Kolb Adaptive Style Inventory

Increase Flexibility in Personal Learning Style

This instrument builds on the valuable feedback received from the LSI3, identifying how flexible a person is in applying learning styles to various situations. This tool addresses - over-reliance on (or avoidance of) particular styles; implications of preferred styles in different situations; and strategies for becoming more flexible in learning. For organizations going through major changes, the LSI3 and Adaptive Style Inventory offer individuals a fresh and personal perspective on the importance of flexibility in adapting to new and unknown situations.

Kolb Learning Skills Profile

Match Learning Skills with Jobs and Tasks

On the job, or in the classroom, what skills are most important to success? And where do people see their “skill gaps”? This instrument can be used for self-assessment or job match analysis. It identifies which skills are critical to performance, which have yet to be developed, and which are being underused. Participants rate their own learning skills and the skill demands of their job or program, including: Interpersonal, Informational, Analytical and Behavioral skills. In multi-rater use, feedback from employees, peers, and bosses can profile a skill gap. In academic settings, the feedback provides an effective outcome measure of student learning.

The Kolb Team Learning Experience

Prepare a Team to Learn New Skills Together

Experiential Learning provides a proven process that helps facilitators draw on the strengths of individual team members to achieve team goals. This 7-hour simulation creates a “team learning space” to work through a full cycle of learning. The experience includes comparison of individual learning styles and preferred roles on the team; exploration of skills needed to accomplish the team’s goal; and a process to ensure success in learning together as a team. An ideal prerequisite or refresher for any team training initiative.

Kolb Learning Suite

Accessories

Kolb Learning Style Reference Card

Provide participants with a handy, easy to use reference card that highlights:

- Synergies/challenges of learning styles
- Ways to improve learning style skills
- Learning situation preferences
- Basic strengths of each learning style

Kolb Experiential Learning Space: Floor Mat

This Twister-like floor mat gets workshop participants out of their seats and on to the Learning Space. Participants are instructed to stand in the place where they learn — the quadrant that represents their preferred learning style (Accommodating, Diverging, Assimilating, Converging).

Why would you want to use this Learning Space Floor Mat?

- It's a great icebreaker.
- It provides some powerful "aha" moments.
- It starts the exploration of team learning profile.
- It introduces learning skills.

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