

how to *accelerate* learning.



Body of Evidence

This exercise is particularly useful if you wish to cover a knowledge heavy subject and want to make it an interactive session, rather than a "TELL".

Have a flipchart and draw a "body" outline, landscape format, to use as a visual. You could even have other objects or pictures to add to this - crime scene tape (Amazon sell it - or you could make your own), magnifying glass - anything which may imply they will be the detectives and they need to put together a strong case.

Give them a number of resources: journals, handbooks, the internet, wherever they may find the knowledge that you are trying to impart.

Set some strong objectives for them on the subject, using words like: describe, list, explain, for what they will have to do.

For example:

- Describe the 7 step process for customer complaint handling within the XXXXXXX organisation
- Explain all the factors you need to consider when processing a mortgage application
- Outline the law regarding health & safety whilst handling heavy objects
- Name the key data protection principles and how we should adhere to them within the XXXXXXX organisation to ensure compliance.

Split them into groups and split the task up so that different groups will investigate different areas. Or you could get them competing - that way they get to hear the "evidence" several times.

Give them some time to gather the evidence. Provide some flipchart paper, pens and any other resources to "report back" to the rest of the detectives.

Give each group the same amount of time to present the evidence and give some great affirming and adjusting feedback to fill in any gaps.

Review the learning and the method to see how it has gone down.