

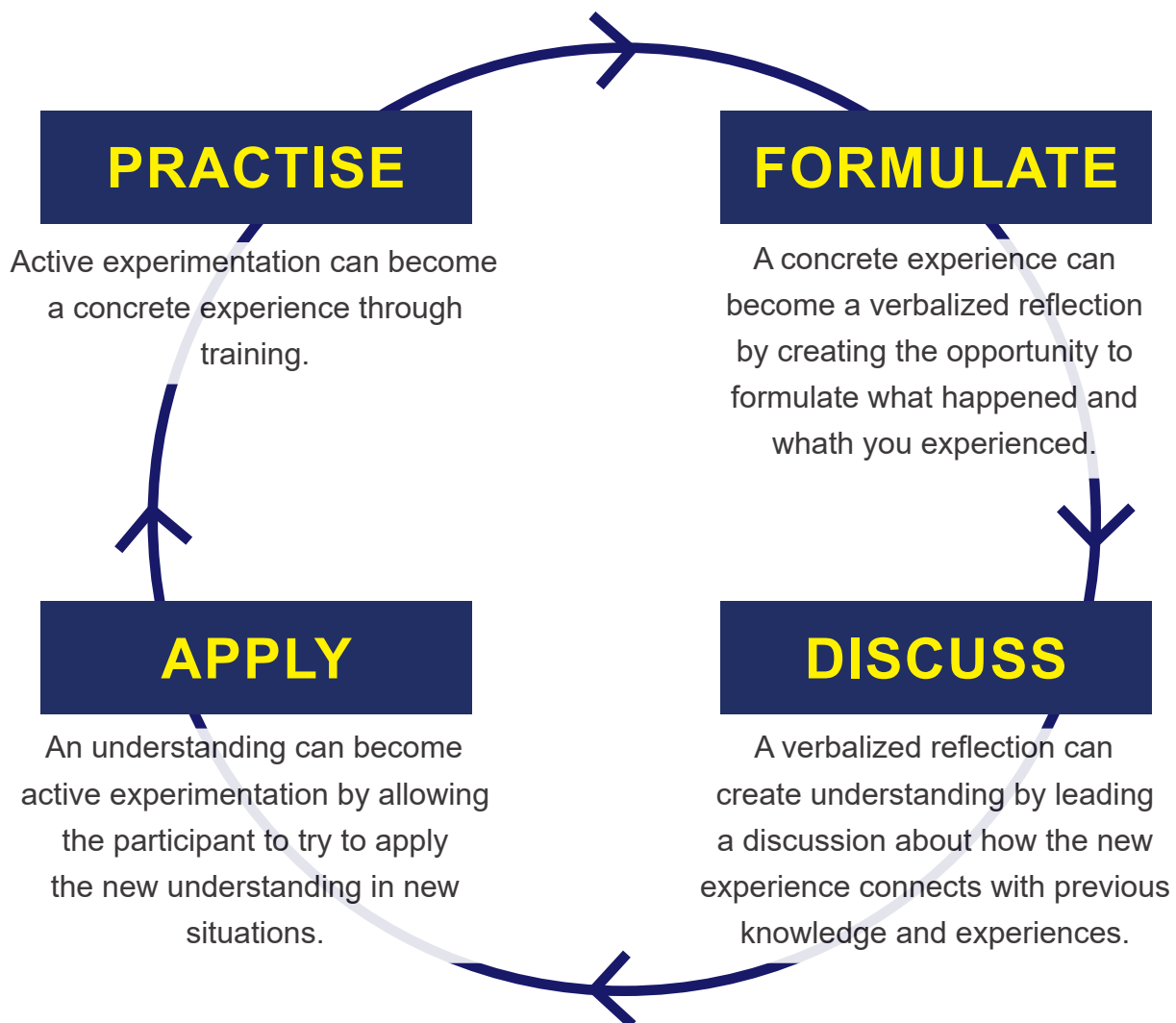
SELF LEADERSHIP FOR SKI INSTRUCTORS

The workshop is about how we work with different experiences to increase the ski instructors competence and motivation to stay in the industry. This helps to make it easier to set goals both with your skiing and your leadership. We believe to practice as we preach. By that we mean that if the ski instructors have a high competence and are motivated we believe that that will spread to their guests as well. The guests will leave us with a good experience.

Our workshop is based on some of Kolbs theoris. One that is called experiential learning and one that is called the learning pyramid.

EXPERIENTIAL LEARNING

(Kolb)

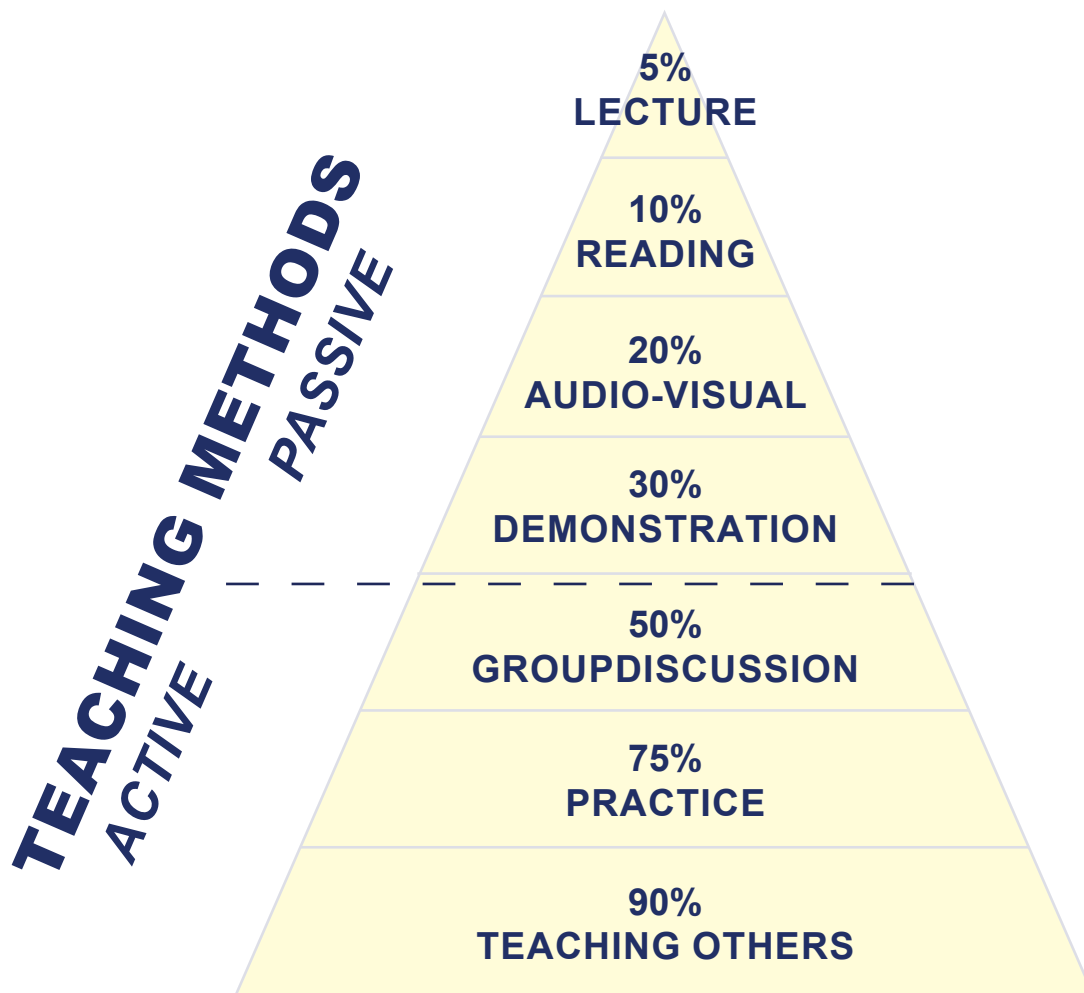


David A. Kolb published his experiential learning theory (ELT) in 1984, the learning cycle has four stages: concrete learning, reflective observation, abstract conceptualization and active experimentation. Effective learning can be seen when the learner progresses through the cycle. The learner can enter the cycle at any stage.

The first stage is concrete learning, where the learner encounters a new experience or reinterprets an existing experience. This is followed by reflective observation, where the learner reflects on the experience on a personal basis. After this comes abstract conceptualization, where the learner forms new ideas, or modifies existing abstract ideas, based on the reflections arising from the reflective observation stage. Lastly, in the active experimentation stage the learner applies the new ideas to see if anything changes. This second experience becomes the concrete experience for the beginning of the next cycle. This process can happen over a short or long time.

THE LEARNING PYRAMID

(Kolb)



The learning pyramid studies show that varying your study methods and materials will improve your retention and recall of information, and enhance your learning experience. The "learning pyramid", sometimes referred to as the "cone of learning", developed by the National Training Laboratory, suggests that most students only remember about 10% of what they read from textbooks, but retain nearly 90% of what they learn through teaching others. The Learning Pyramid model suggests that some methods of study are more effective than others and that varying study methods will lead to deeper learning and longer-term retention.

The best option for instructors and mentors like us is to use those methodologies that fall within the active learning methods – or participative learning. These methods are those that are going to require more application and hands-on activities. Notice that these types of teaching methodologies result in a higher rate of retention.

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