# **Curriculum Development Workshop Resource Materials**



# **Guidelines for Creating Exercises:**

In our Workshops we want to get our participants to be active in their learning, rather than having them listen for long monologues from us. We encourage them to be active in their learning, because DAI's whole philosophy of learning is that we learn more effectively by "doing" and by making sense of our learning. The implication of this is that we need to devise tasks for our participants to do all together, or in groups, in pairs, or even individually.

### **Examples of tasks** that we can ask our participants to do include:

- Introducing one another
- Discussions in groups or pairs
- Prepare to teach something to someone else in the class and then teach it
- Creation of Flip Charts (either visuals or words) together to illustrate something
- Creation of Skits to dramatize something
- Whole group exercises

### As you create your exercises:

- 1. Ask yourself "what's the purpose of this exercise?" It's important that every exercise adds to the overall learning outcomes of the session and that it aids the learning of the participants.
- 2. Define the exercise. Be very clear what it is that you want the participants to do.
  - Is it to
    - Discuss a question?
    - Create a flip-chart?
    - Devise a skit?
  - Is it to be done
    - As a whole group exercise?
    - In small groups?
    - In pairs?
    - Individually?
- 3. Describe the exercise. Write down exactly what you are asking the learners to do and make sure the instructions are very clear. Don't complicate the instructions, but give clear step by step instructions in logical order: For example, don't phrase the question as: "What characteristics do you see in Saul that made him suitable to be a leader? Read 1 Samuel 9: 1-27" but give the Biblical reference first and then ask the question. It's really helpful to have someone else working with you, who can check on the clarity of the instructions
- 4. Think about how you will debrief the exercise, and give clear instructions in the Facilitator's Guide, including some suggestions of what feedback might be expected from the participants

See next page for some examples

#### Example 1:

Divide into groups for the next exercise:

Read 1 Samuel 9:1-27; 1 Samuel 10:14-16; 1 Samuel 11:1-15.

What characteristics do you see in Saul that made him suitable to be a leader?

Get feedback from groups and list ideas on the Flip Chart, using the left-hand side of the chart paper, heading the column "Saul at the beginning":

Feedback might include:

Good listener Stayed focused
Humble Feared God
Anointed by God Worked hard
Submissive A strategist

Transparent

Forgiving of those who questioned his leadership

## Example 2:

In your group devise a short sketch of no more than 2 minutes that will demonstrate an aspect of power and its use (positive or negative) in everyday life.

Give them 10 minutes to devise their sketch.

Then each group performs their sketch in turn.

After each group has presented their sketch ask these questions:

Who had the power in this incident? How did they use their power?

After all the groups have presented ask these questions:

What did you notice about the power illustrated by each of the groups?

Ask those who had power:

How did you feel about the power you were exercising?

Ask those who didn't have power:

How did you feel about not having power?

How did you feel about the person or people who were exercising power over you?

Draw out any other issues or ideas that you think would be appropriate.

#### Example 3:

Allow some time for each member of the group to work through the following self-assessment exercise:

Undertake an honest self-assessment by prayerfully answering the following questions. It will also prove to be very helpful if you ask the following questions of at least one other person who knows you very well and who is willing to be honest with you. Here are the questions:

- a. What is your leadership style and how does that tend to impact your use of power?
- b. How does your culture's perspective on leadership or your experience of being led by others and their example impact how you use power in leadership?
- c. Based on what you know of yourself, what fears do you have that might cause you to hang on to power that you should delegate or to misuse power in any way?