

# MAXIMIZING THE LEARNING FROM VIDEOS

## SAMPLE AGENDA

Video: \_\_\_\_\_

<b>Warm-up:</b>	Short focusing activity that involves participants and gets initial active participation about the topic of the video
<b>Objectives:</b>	Two or three specific outcomes participants will gain
<b>Focusing: What to watch for</b>	Specific aspects of the video you want participants to notice <ul style="list-style-type: none"> <li>• Examples of how conflict is dealt with</li> <li>• Productive and non-productive behaviors of the manager</li> </ul>
<b>Debriefing: Personal:</b>	Reactions <ul style="list-style-type: none"> <li>• What reactions did you have?</li> <li>• What surprises were there?</li> </ul> Feelings <ul style="list-style-type: none"> <li>• How did you feel about ...?</li> <li>• What feelings were evoked ...?</li> </ul> Insights <ul style="list-style-type: none"> <li>• What questions did this raise?</li> <li>• Where do you see yourself in this video?</li> <li>• What does this mean to you with regard to your relationships?</li> </ul>
<b>Interpersonal:</b>	<ul style="list-style-type: none"> <li>• How does this mirror your work situations? (Similarities and Differences)</li> <li>• What does the scenario suggest about the possible strengths and weaknesses of your work relationships?</li> </ul>
<b>Task:</b>	<ul style="list-style-type: none"> <li>• What do all parties need to do to be more effective?</li> <li>• Where can you apply what you learned in this video?</li> </ul>
<b>Closure:</b>	Action commitment participant will make <ul style="list-style-type: none"> <li>• The next time I'm involved in a conflict, I'll ...</li> <li>• One situation where I will use the resolution model is ...</li> </ul>

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Video: \_\_\_\_\_

<b>Warm-up:</b>	
<b>Objectives:</b>	
<b>Focusing: What to Watch for</b>	
<b>Debriefing:</b> <b>Personal:</b>  <b>Interpersonal:</b>  <b>Task:</b>	<ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li><li>•</li></ul>
<b>Closure:</b>	<ul style="list-style-type: none"><li>•</li></ul>

## **Suggestions for Using *MAXIMIZING THE LEARNING FROM VIDEOS***

### ***Objectives:***

Use videos for maximum effectiveness in diversity training  
Design processes for using videos for maximum effectiveness in diversity training

### ***Intended Audience:***

Diversity trainers and consultants  
Managers wanting to engage employees in a diversity learning/discussion session

### ***Processing the Activity:***

Review potential videos for relevance to needs and objective of session and appropriateness to participants  
Once video has been selected, conduct a pilot viewing with a small sample group of representative participants to get feedback on relevance, appropriateness and effectiveness  
Design agenda using the agenda template and example sheet to guide planning