



A **deep dive** is a two-hour session where level setting meets practical application, By the end of a deep dive, participants should be able to:

- apply a new skill or process *and/or*
- improve an existing skill or process

We recommend starting with clearly defined learning objectives. Next, consider combining short portions of presented information with quick practice on those skills through discussion, open-ended questions, or activities. Leverage the multiple roles and combined experience in your audience!

You can create a dynamic and interactive deep dive that engages participants, fosters meaningful discussions, and enhances overall learning.

Considerations and ideas for creating meaningful deep dive learning experiences:

Icebreaker Tips

- Design icebreaker activities that subtly assess skills and knowledge. For example, a quick quiz or a group discussion on what they hope to learn or achieve.
- At the start of the session, ask participants to briefly share their experience or expectations, either in a group setting or through a quick exercise.

Tips for Managing Group Dynamics

- Encourage quiet participants by asking for their input directly and manage dominant personalities by gently steering the conversation to include others.
- Be prepared to mediate disagreements or conflicts that may arise, ensuring a respectful and constructive environment.
- Actively seek diverse viewpoints and experiences, highlighting the value of varied perspectives in enriching the learning experience.
- Use positive reinforcement to acknowledge valuable contributions and encourage ongoing participation.



Crafting and Using Open-ended Questions

- Questions should be open-ended and designed to probe assumptions, perspectives, and the reasoning behind participants' thoughts.
- Pose questions that relate directly to the participants' work or hypothetical situations, prompting them to apply concepts and think critically.
- Ask questions that encourage participants to reflect on their own experiences and how they relate to the topic at hand.

Using Polling Software?

- Employ tools like Mentimeter, Kahoot!, or Poll Everywhere to conduct real-time polls, allowing trainers to gauge understanding and opinions instantly.
- Use these platforms for interactive quizzes, which can make learning fun and engaging while also serving as an informal knowledge check.
- Take advantage of the anonymity feature in polling software to encourage honest feedback and participation, especially on sensitive topics

Activity Idea: Case Study Analysis

- Review different case studies detailing a unique scenario related to the session topic.
- Analyze each case study and identify key problems.
- Brainstorm, develop, and discuss potential solutions.

“Skills/Processes” Throwing you for a Loop?

If acquiring or improving a skill at the end of two hours is overwhelming, please keep in mind that *skills* encompass all skills, not only “hard” or technical skills.

Some examples: Decision making, problem solving, creative thinking, critical thinking, communication, interpersonal skills, empathy, assertiveness, resilience, lifelong learning, teamwork, emotional intelligence, negotiation, leadership, work ethic, professional writing, time management, attention to detail, strategic planning, analytical skills, project management.