

## Disney Experiential Learning Course

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### THE DISNEY EXPERIENTIAL LEARNING COURSE FOCUS

(27 contact hours and approximately 39 hours of directed activities)

**Credit Recommendation:** In the lower division baccalaureate/associate or upper division baccalaureate degree category, this course has been recommended by the American Council on Education for three semester hours in Hospitality Management or Education. (2/00) (1/03) (12/05) (8/08)

**The Disney Experiential Learning Course** combines academic classroom education with on-site learning opportunities across Walt Disney Parks & Resorts. Classroom instruction centers on theories of adult education, experiential learning, the role of learning in corporations, and the importance of intellectual capital. Participants then explore the "learning laboratory" we call the *Disneyland®* Resort and the *Walt Disney World®* Resort. There they will be exposed to a number of situations and experiences. In each case, the participants will hear, see, and experience learning opportunities that augment classroom learnings.

Using Walt Disney Parks & Resorts as the model, participants will have an opportunity to consider how corporations use experiential learning to train and educate their suppliers, customers, and staff (or, as we say within The Walt Disney Company, our operating partners, our Guests, and our Cast Members). Throughout the series of classes, each participant will select activities based on his or her personal areas of interest. By the end of the course, there will have been exposure to various lines of business, examples of corporate and personal citizenship, and much more.

### THE DISNEY EXPERIENTIAL LEARNING COURSE OBJECTIVES

- Recognize the importance of adult education and a commitment to life-long learning
- Build transferable skills and knowledge related to adult learning styles
- Integrate experiential learning, academic learnings, and work-related experiences to their Experiential Learning assignments
- Explore the historical foundations of adult learning (Erik Erikson, Carl Jung, Abraham Maslow, Fritz Perls, Jean Piaget)
- Explore the learning theories of John Dewey, Malcolm Knowles, David Kolb, Kurt Lewin, Edward L. Thorndike, Peter Senge, and Thomas Stewart
- Identify and participate in self-directed learning activities at the Disney Learning Centers
- Participate in at least one Career Insight activity designed to promote understanding of a variety of career paths and various lines of business
- Explore the value of diversity on a personal and a professional level
- Learn the benefit and value of community service on a corporate as well as a personal level
- Engage in specific Guest experiences to identify the value of and relationship between education and entertainment

## THE DISNEY EXPERIENTIAL LEARNING COURSE REQUIREMENTS

### **ATTENDANCE:**

Attendance is required for all of *The Disney Experiential Learning Course* classes. This is an interactive course that requires each participant's involvement. All students will be allowed two absences with or without excuse (student does *not* need to call instructor), however any absences will affect the participant's final grade. On the third absence **the student will automatically be dropped from the course.**

### **COURSE ACTIVITIES AND ASSIGNMENTS:**

The primary focus of this course is for students to learn through experiences. To validate these experiential learnings, students are required to complete several brief assignments and papers. **Failure to complete all assignments will be documented as an “incomplete” for the course. To receive credit, all assignments must be completed and submitted to the instructor by the due dates (unless otherwise agreed upon by participant and instructor).**

**ASSESSMENT:** Course participants will have one objective exam at the course conclusion. This exam is designed to assess participant understanding of course material, including in-class instruction and outside-of-class directed activities.

### **GRADING POLICY:**

Education through Entertainment Activity .....	15%
Career Discovery Activity.....	10%
Online Learning Activity .....	10%
Personal Learning Insights Profile Activity.....	10%
Diversity Reading Activity .....	10%
<i>Corporate Volunteerism</i> Reading Assignment.....	5%
VoluntEARS Activity .....	10%
Attendance & Class Participation .....	15%
Final Exam.....	15%

*The Disney Experiential Learning Course* is a pass/fail course. In order to earn a passing grade, you must receive an overall score of 70% or better.

<b>Class Meeting</b>	<b>Learning Outcomes</b>	<b>Assignments to be Completed Prior to Class</b>
1. Introduction to Experiential Learning (3 hours)	<ul style="list-style-type: none"> <li>Define experiential learning</li> <li>Establish course expectations and objectives</li> <li>Introduce experiential learning opportunities</li> <li>Review the Experiential Learning Student Notebook</li> </ul>	Familiarize yourself with the assignment descriptions.
2. Experiential Learning Theories I (3 hours)	<ul style="list-style-type: none"> <li>Explore the historical foundations of learning theory through the work of John Dewey, Kurt Lewin, and Jean Piaget</li> <li>Explore techniques used to assist adults in learning</li> <li>Relate learning theory models to field experiences</li> </ul>	Continue experiential learning activities outside of class
3. Individuality in Learning and Introduction to Learning Styles (3 hours)	<ul style="list-style-type: none"> <li>Share recent experiential learnings from field experiences</li> <li>Introduce David Kolb and the Experiential Learning Model</li> <li>Explore Kolb's learning styles</li> <li>Complete the Adapting Learning Styles Assessment</li> </ul>	Continue experiential learning activities outside of class
4. More on Learning Styles (3 hours)	<ul style="list-style-type: none"> <li>Share recent experiential learnings from field experiences</li> <li>Administer the Personal Learning Insights Profile</li> <li>Explore the personal approach to learning</li> <li>Apply Personal Learning Insights to a corporate setting</li> </ul>	Continue experiential learning activities outside of class
5. Experiential Learning Theories II (3 hours)	<ul style="list-style-type: none"> <li>Explore the historical foundations of experiential learning theory through the works of Carl Jung, Erik Erikson, Carl Rogers, Fritz Perls, and Abraham Maslow and their impact on adult learning theory</li> <li>Explore techniques used to assist adults in learning</li> </ul>	Continue experiential learning activities outside of class
6. Learning in an Organization (3 hours)	<ul style="list-style-type: none"> <li>Explore adult learning theories of Edward Thorndike and Malcolm Knowles</li> <li>Introduce the work of Peter Senge and the concept of a learning organization</li> <li>Explore the impact of learning styles on adapting to a corporate culture</li> <li>Explore the value of Corporate community involvement</li> </ul>	<ul style="list-style-type: none"> <li>Continue experiential learning activities outside of class</li> <li>Read the <i>Corporate Volunteerism</i> article &amp; prepare to provide in-class written responses to questions related to the <i>Corporate Volunteerism</i> article</li> </ul>
7. Corporate Applications of Diversity (3 hours)	<ul style="list-style-type: none"> <li>Discuss the value of experiential learning to diversity</li> <li>Identify the importance of diversity as it applies to life-long learning</li> <li>Explore corporate applications of diversity</li> <li>Discover the business case for diversity</li> </ul>	Continue experiential learning activities outside of class

<b>Class Meeting</b>	<b>Learning Outcomes</b>	<b>Assignments to be Completed Prior to Class</b>
8. Learning in an Organization II (3 hours)	<ul style="list-style-type: none"> <li>• Define intellectual capital and its importance in a corporate culture</li> <li>• Apply experiential learning to field experiences</li> <li>• Prepare for final exam</li> </ul>	Continue experiential learning activities outside of class
9. Conclusion and Final Exam (3 hours)	<ul style="list-style-type: none"> <li>• Assess course learnings through a Final Exam</li> <li>• Identify the value of a commitment to life-long learning</li> <li>• Summarize and discuss learning activities from the term</li> </ul>	Prepare for Final Exam