Small Group ACTIVITIES

Activities	Value	Face-to-Face	Virtual
Think-Share	Encourages critical thinking and active participation by prompting discussion and reflection. ▪ Vygotsky (1978) ▪ Chi & Wylie (2014)	Small groups discuss a question, then share insights with the larger group.	Use breakout rooms for discussions before rejoining the main session.
Case Study Analysis	Enhances problem-solving and decision-making by applying theoretical knowledge to real-world. contexts. ▪ Merrill (2002) ▪ Prince (2004)	Teams analyze a business case and present findings.	Groups analyze a digital case study and present findings using virtual boards.
Role-Playing	Develops interpersonal, communication, and decision-making skills through experiential learning. ▪ Kolb (1984) ▪ Bandura (1977)	Participants role-play workplace scenarios, switching roles.	Role-play scenarios using video conferencing or chat-based scripts.
Collaborative Problem-Solving	Improves problem-solving skills by leveraging diverse perspectives and shared cognitive load. ▪ Sweller (1988) ▪ Hmelo-Silver (2004)	Groups collaborate on a real-world business problem.	Use collaborative online tools to solve complex problems in teams.
Peer Review & Feedback	Strengthens analytical and communication skills through structured evaluation and feedback. ▪ Nicol & Macfarlane-Dick (2006) ▪ Hattie & Timperley (2007)	Groups exchange work, providing structured feedback.	Peers exchange digital submissions and provide feedback via shared docs.

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Small Group ACTIVITIES

Activities	Value	Face-to-Face	Virtual
Scenario-Based Learning	Facilitates experiential learning by immersing participants in realistic workplace scenarios. ▪ Lave & Wenger (1991) ▪ Merrill (2002)	Teams navigate a work-related scenario and make decisions.	Use branching simulations to navigate business decisions.
Brainstorming Sessions	Fosters creativity and ideation through collaborative thinking and discussion. ▪ Amabile (1983) ▪ Prince (2004)	Groups generate ideas, refine them, and present key takeaways.	Use virtual whiteboards or shared documents for brainstorming.
Jigsaw Method	Encourages peer teaching and deeper understanding by distributing content responsibility. ▪ Aronson (1978 ▪ Topping (2005)	Each group learns a different concept and teaches it to others.	Each group researches a topic and presents findings via slides or recordings.
Project-Based Learning	Develops practical application skills and critical thinking through extended hands-on learning. ▪ Dewey (1938) ▪ Kolb (1984)	Teams work on long-term projects, applying skills to real-world cases.	Teams collaborate on a virtual project using shared workspaces.
Simulated Team Decision-Making	Enhances strategic thinking and teamwork by requiring consensus-based decision-making. ▪ Prince (2004) ▪ Hmelo-Silver (2004)	Groups simulate a high-stakes business decision-making process.	Use real-time polling and discussion forums to simulate decision-making.

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Small Group ACTIVITIES

Activities	Value	Face-to-Face	Virtual
Group Concept Mapping	Supports meaningful learning by organizing concepts visually and collaboratively. ▪ Novak & Gowin (1984) ▪ Chi & Wylie (2014)	Teams visually map relationships between key concepts.	Groups create shared digital mind maps to organize ideas.
Debate & Structured Discussion	Encourages critical thinking and persuasive communication through structured argumentation. ▪ Johnson & Johnson (1994) ▪ Kuhn (1992)	Groups debate assigned positions, then reflect on perspectives.	Hold structured online debates with assigned roles and positions.
Breakout Room Challenges	Promotes engagement and problem-solving in time-limited, high-energy environments. ▪ Sweller (1988) ▪ Prince (2004)	Teams complete problem-solving tasks in breakout groups.	Breakout room activities with time-limited tasks.
Interactive Panel Discussion	Encourages knowledge sharing and multiple perspectives through expert-led discussions. ▪ Schön (1983) ▪ Bandura (1977)	A panel of learners presents insights on a topic for discussion.	Invite guest speakers for an interactive Q&A with small teams.
Real-Time Collaborative Writing	Develops collaborative writing and content creation skills in real-time settings. ▪ Scardamalia & Bereiter (2006) ▪ Vygotsky (1978)	Teams collaborate on writing reports or strategy documents.	Groups co-write documents using cloud-based platforms.

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Small Group ACTIVITIES

Activities	Value	Face-to-Face	Virtual
Gamified Group Challenges	Increases motivation and engagement through competition, collaboration, and achievement tracking. ▪ Gee (2003) ▪ Chi & Wylie (2014)	Groups compete in solving challenges related to the training topic.	Use leaderboard-based challenges with real-time feedback.
Reflective Peer Dialogue	Strengthens comprehension and retention through structured peer-to-peer dialogue. ▪ Schön (1983) ▪ Nicol & Macfarlane-Dick (2006)	Partners discuss takeaways from the session to reinforce learning.	Partners engage in guided reflections via discussion forums.
Cross-Functional Knowledge Sharing	Facilitates knowledge exchange across teams, enhancing cross-functional understanding. ▪ Lave & Wenger (1991) ▪ Edmondson (1999)	Teams from different departments share expertise and insights.	Use virtual communities of practice for cross-team learning.

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