

## BRAINSTORM RACE

### Explanation:

This exercise gets the participants to immediately connect and focus on the subject. It is also a great way to find out the group's knowledge of a topic before you begin the session, so as not to dwell on what they already know.

### Preparation needed:

- Flip chart
- Scribes (1- 2 people to write) to capture the ideas and questions while you moderate.

**Note:** In a small group, this can be managed by one person. You want to keep a constant fluid flow in the ideas and questions.

### Method:

- Write the subject title of the Brainstorm on the top of the flip chart.
- Let the participants know how long the session will last for e.g. 10 minutes.
- Remind them that there should be no judging for what goes onto the list; you need to keep the flow. Hitchhiking is allowed; building on someone else's input.

If you want to add some competition early in the session, you can pitch two teams against each other to come up with as many ideas as possible; the team with the highest amount of ideas win.

## **EXPECTATIONS**

### **Explanation:**

This exercise gets the participants to articulate what they are looking for from the session. Ideally when you find out the expectations, you can confirm that the training session is designed to meet them or alternatively manage where the expectation and the training plan are incongruent.

There are many different techniques that can be applied to finding out the expectations.

Here we have covered two:

1. Large Group Table
2. Small-Medium Group Table

### **Large Group Table**

#### **Preparation needed:**

- Flip chart or large area where participants can write when they enter a room. Create a table with heading – Name, Salon Name, Session Expectations
- Markers (sufficient quantity) for the participants to use.

#### **Method:**

As the participants arrive ask them to fill in the table. Once everyone arrives:

- Go through the expectations and confirm the session plan against the expectations.
- Do address any expectations that will not be met – discuss this with the individual rather than in the group.

At the end of the session, review the expectations to check if they were met – yes/no.

### **Small-Medium Group Table**

#### **Preparation needed:**

- Flip chart and a Marker.
- Scribe, if possible so that you can manage the flow.

### **Method:**

When the participants arrive:

- Let each participant introduce themselves and call up their expectations.
- Write up the expectation beside the name, you can confirm the expectations against the session plan while listing them.
- Do address any expectations that will not be met, by saying ‘that’s an interesting one, can I come back to you on that?’ Discuss this with the individual later, rather than in the group.

At the end of the session review the expectations and if they were met – yes/no.

## IF YOU HAD A MAGIC WAND

### Explanation:

Magic wands open up amazingly creative possibilities. This technique allows your participants to think of outcomes far beyond their normal constraints. It is a good technique if you are looking for creative thinking or setting a context for a new service or trend.

### Preparation needed:

A magic wand – not literally! An item that can represent one.

### Method:

- Ask the participants to think big and beyond their current possibilities because the magic wand allows them possibilities beyond reality.
- Pass a magic wand around your participants before you begin a new topic and ask your participants what magic they would create with the magic wand. Your topic will determine the kind of questions you can ask to get them started; examples:
  - What would they want revealed?
  - What would they hope to make easy?
  - Which aspect of the topic would they want to fully understand?

**Tip:** You can get the group to stand up if you feel you need to energise the group more.