



# XPERIENTIAL FACILITATOR

ONE YEAR DIPLOMA PROGRAM



# Xperiential Facilitator

## *What is Xperiential Facilitator?*

We live in an age of abundant knowledge. With just a few clicks, we can access any theory, framework, or guide. Yet, there's a glaring gap between knowing and doing. Take feedback, for instance. Everyone knows how critical it is. There's no shortage of books, articles, or courses on how to deliver constructive feedback. But let's face it—how often is it done, and how often is it done right?

This gap highlights the need for more than just access to information—it calls for skilled facilitators who can bridge the divide. A facilitator's role goes far beyond delivering content; they create the conditions for transformation. They guide individuals from simply understanding ideas to applying them in meaningful ways. And not just facilitators—experiential facilitators who craft immersive experiences where learning is lived, not just learned.

We believe the world needs more of these facilitators—now more than ever. While many organizations have internal trainers, the shift from mind-based learning and traditional training to experiential facilitation is the game-changer. Theatre-based facilitation is a plus.



That's where the Xperiential Facilitator Diploma Program comes in.

This one-year program is designed to create a new generation of facilitators who do more than just train—they transform. They turn learning into action, creating safe spaces where people don't just hear concepts but live them.

# Xperiential Facilitator

What makes Experiential Facilitators unique?

- They create safe spaces where individuals feel empowered to explore, experiment, and grow.
- They champion learning through experience by making participants practice and rehearse real-life scenarios.
- They inspire real change, helping people go beyond understanding concepts to applying them.



Theatre is far more than a mere metaphor. Using the technology of the performing arts can have a direct influence on individual behavior. This is a growing movement where people are discovering a previously hidden source of expertise.

By partnering with corporates, we aim to equip trainers with tools, techniques, and the mindset to bring about meaningful change. Imagine a workplace where every session leaves participants transformed, not just informed.

This isn't just a diploma program—it's a movement. A step toward bridging the gap between knowing and doing.

Ready to lead the change?

Become an Experiential Facilitator and transform how the world learns.

# One Year Plan

The Xperiential Facilitator Diploma Program is an immersive, yearlong journey designed to transform individuals into skilled experiential facilitators. Starting April 2025, sessions will be held every alternate Saturday, providing you with an opportunity to engage deeply while balancing your professional commitments. This program combines the power of experiential learning and theatre-based techniques. By the end of the program, you will be fully prepared to lead dynamic sessions, build safe learning spaces, and inspire transformation in participants.

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Program Outline (Plan): Expanded 25-Week Program Outline

## Month 1-2: Introduction and Fundamentals

Week 1: Introduction, icebreakers, adult learning styles.

Week 3: Experiential learning principles and the Bloomberg model.

Week 5: Reflection and deeper dive into experiential learning (Malcolm Knowles quote, Experiential Learning Cycle 5 Step Model).

Week 7: Diagnosis for training needs, conducting a customization study.

Week 9: Introduction to applied theatre.

## Month 3-4: Designing Experiences and Selling

Week 11: Advanced applied theatre techniques for teaching complex concepts, role-play, and building dialogue within the group.

Week 13: Content presentation practice, feedback sessions, professional role-players, short play, forum theatre, the producers.

Week 15: Verbatim theatre, improvisation skills, theatre-based business simulation, professional actors to perform sketches, the apprentice, who dunnit? and city quest.

Week 17: Planning a learning intervention, proposal creation, design presentation

Week 19: Showcasing one exercise from the learning intervention.



## **Month 5-7: Facilitation**

Week 21: Pillars of facilitation: identifying objectives.

Week 23: Presence and being of a facilitator

Week 25: Practical facilitation exercises.

Week 27: Storytelling techniques in facilitation.

Week 29: Connecting with the participants.

## **Months 7-9: Advanced Techniques in Facilitation & Evaluation**

Week 31: Energy management in training, high-stress situations.

Week 33: Teach-back sessions, implementing learned tools.

Week 35: Training evaluation models (Kirkpatrick model).

Week 37: Reflection and feedback on teach-back sessions.

Week 39: Introduction to virtual facilitation tools and methods.

## **Months 9-10: Nature-Inspired Leadership Facilitation**

Week 41: Introduction to nature-inspired leadership principles.

Week 43: Immersive nature experiences, guided reflections.

Week 45: Applying nature lessons to leadership and team-building activities.

## **Final Months 10-11: Integration and Celebration**

Week 47: Final facilitation project, comprehensive session integration.

Week 49: Reflection on the journey, sharing experiences, celebration party.



# Faculty

## Vivek Arora

Vivek Arora, with over 22 years of experience, is a pioneer in experiential facilitation. As the creator of the Xperiential Facilitator Diploma Program, he addresses the increasing demand for facilitators who can deliver transformational, theatre-based learning experiences. Vivek's expertise in coaching and human behavior has impacted over 40,000 individuals, including senior leaders and executives across various industries. His unique approach blends psychology, psychodrama, and theatre techniques, empowering facilitators to create safe learning spaces that bridge the gap between theory and practice. With qualifications in Counseling Psychology, International Marketing, and Business Management. Vivek combines business acumen and human dynamics to foster deep, lasting change in both individuals and organizations.



## Nigel Hughes

Nigel Hughes is an internationally recognized expert in leadership, creativity, and high-performing teams. With over 30 years of experience, he empowers individuals and organizations to achieve excellence through experiential learning. As founder and CEO of Outstanding Global Ltd. and co-founder of Green Light Trust, Nigel has led numerous initiatives focused on leadership and sustainability across Europe, the USA, and Australasia. His award-winning entrepreneurial journey includes recognition from Virgin Unite and the Royal Institute of British Architecture (RIBA). A fellow of the Royal Society of Arts and a Cambridge University alumnus, Nigel combines his leadership expertise with immersive, hands-on learning techniques to inspire creativity, collaboration, and innovation. His approach helps facilitators develop dynamic, transformative learning experiences that drive both personal and organizational growth.





# Certification

Upon successful completion of the Xperiential Facilitators Diploma Program, participants will receive a certification issued by PausePlay—a recognized leader in experiential and theatre-based learning. This certification is a testament to your ability to turn knowledge into action, confirming that you have developed the skills to create transformative, real-world learning experiences.

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## **Master Experiential Facilitation Techniques:**

You will learn to apply hands-on, immersive activities that allow participants to actively engage, practice, and internalize skills, driving behavior change through real-world application.

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## **Create Safe, Interactive Learning Spaces:**

You will acquire the expertise to design environments where learners feel safe to experiment, make mistakes, and grow, fostering trust and engagement that leads to impactful learning.

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## **Bridge the Gap Between Theory and Practice:**

You will gain the ability to connect theoretical concepts to practical application, ensuring that participants can immediately use the knowledge they gain in their professional and personal lives.

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## **Facilitate Memorable, Engaging Experiences:**

You will develop the skills to lead dynamic sessions using experiential and theatre-based techniques, ensuring that each learning experience is not just engaging but also transformative and memorable.

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## **Drive Continuous Growth and Development:**

You will be equipped to help individuals and teams overcome barriers, create a culture of continuous learning, and deliver measurable results that foster ongoing transformation and improvement.

# Selection Process

We will be selecting 12 trainers from the applications we receive. The deadline for submitting your application is 21st April'25. Once your application is submitted, we'll keep you informed about the selection process.

- Step 1:** Trainer's profile (share your trainer profile with us to begin the selection process).
- Step 2:** If your profile is suitable, we will send you an email explaining the next steps.
- Step 3:** You'll receive instructions to prepare and submit a 3-minute video.
- Step 4:** If your video meets our criteria, we'll schedule a virtual discussion via Zoom or Teams.

**Click here to register now:** <https://forms.gle/xRVG28mnEZsQSrj59>





# Commercial Investment

Payment Stage	Percentage	Amount (₹)	Payment Due Date
Advance Payment	50%	78,000	30th April 2025
1st Installment	12.5%	19,500	31st July 2025
2nd Installment	12.5%	19,500	31st October 2025
3rd Installment	12.5%	19,500	31st January 2026
4th Installment	12.5%	19,500	30th April 2026
<b>Total Investment per participant</b>	<b>100%</b>	<b>1,56,000</b>	

## Note:

- If you pay 100% advance, you will get a discount of 6000 and total investment will be 1,50,000
- An additional 18% GST will be charged on the total investment.





# Frankly Speaking

At PausePlay, we prioritize transparency and believe in focusing on what truly matters. While we can easily issue a certificate through a simple partnership with an institute, we believe that a certificate alone doesn't have the power to create lasting change.

What excites us is not the formalities but the real-world skills, insights, and transformative experiences participants gain during our sessions. These are the elements that truly drive personal and professional growth.

While a certificate may acknowledge attendance, it's the practical knowledge and meaningful learning that stay with you long after the program ends. At PausePlay, we're committed to crafting experiences that leave a profound and enduring impact on every individual we work with.







## Vivek Says...

“Learning is not just about understanding concepts; it’s about creating experiences that resonate deeply and inspire lasting change. With the Xperiential Facilitator Diploma Program, I am to empower facilitators to create those spaces where learning becomes a lived experience”



## Nigel Says...

“Art has an incredible ability to unlock creativity, inspire collaboration, and transform how we learn and lead. Experiential learning taps into this power, helping individuals and teams discover new perspectives, embrace change, and grow through curiosity and connection. By integrating storytelling, creativity, and dynamic engagement, we create spaces where potential is unleashed, obstacles are overcome, and people thrive as their most authentic selves”



# Contact Us



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