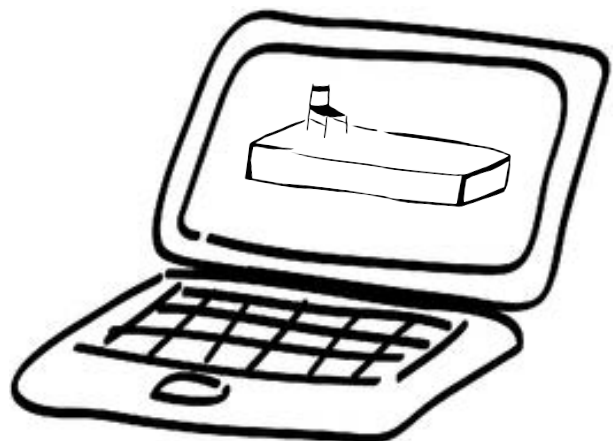


react:

**online & virtual
services**



React is a unique learning and development organisation that draws on the techniques of drama to help people learn in the best way possible: by doing... and we've been delivering services 'virtually' to remote locations for years.

We turn theory into practice and put experience at the heart of learning in practical skills courses, coaching, and bespoke projects. We approach all our projects with positivity, generosity of spirit and creative excellence.

As a pioneer of drama-based techniques in business in 1992, we are at the forefront of practice in this field. We've helped people at all levels be successful across large multinationals to SME's; Government, Universities, and Leading Business Schools around the world.

Our team's reach matches our depth of experience with 'hubs' in the UK, USA, India, South Africa, Singapore, Hong Kong and Australia currently.

react:



online services & products

The Virtual Reality – for anyone working from home and connecting remotely

Leading Virtually Different Teams – for anyone leading a virtual team

Virtual Conversations – practice virtual conversations with coaching and feedback

Format/structure of virtual session::

- Two-hour workshops - focused time which is engaging and fun
- Participants explore the challenges and factors for success when working from home and communicating virtually
- They watch, discuss and learn through helping characters facing similar dilemmas themselves
- Participants learn ways to manage their experience and work in a different way
- Participants receive practical support in conducting the conversations that matter most in this period.
- Participants build confidence in virtual practice conversations

Role-play (also known as Real-play or practice): Participants practice new skills as actors play characters for them to deal with. All the role-play is taken care of by the actors so that participants can just be themselves.

Case study role-play: Actors and participants work from pre-prepared case studies or briefs. Actors give constructive, evidence-based feedback* afterwards.

Assessment/development centre role-play: As above. The case study brief is designed to allow an assessor to measure a candidate's skills against set competencies or criteria. Consistency is critical so that every candidate has the same experience.

Personal Impact Coaching: We have significant expertise in coaching people at all levels of organisations in Personal Impact, Interpersonal Skills and Presentation skills. We often are engaged by individuals with specific needs (e.g. a big conference, or difficulties with dealing with specific colleagues).

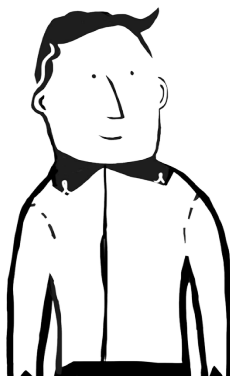
Demonstrations/playlets/linked scenes:

Actors play out short demonstration scenarios lasting 30 seconds to 2 or 3 minutes. These 'demos' can be a highly effective way for trainers to illustrate points or make input more engaging by showing the participants how skills might work practically. For example, a demonstration of poor closed questioning versus effective open questioning. Demo scenes can be set in the client's own organisation with relevant details.

Forum Theatre: Scenes are either pre-written or rehearsed improvisations designed to illustrate relevant situations for an organisation or skills set being explored on a programme. Almost any situation can be forumed and it is an excellent 'opener' for an event/session.

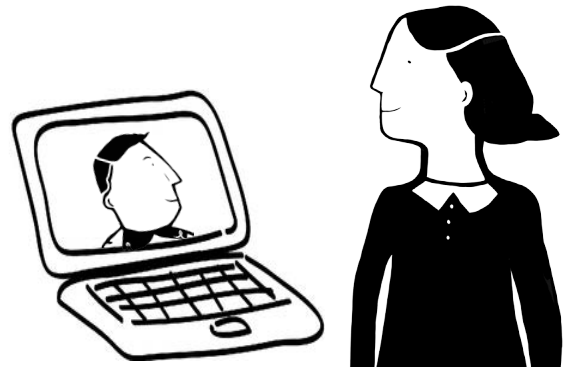
The first run through of the scene shows a disastrous version of events. After discussion, the scene is rerun. Delegates can pause the action and direct the actors what to say or do next. As the action resumes, the actors follow the direction, but unless the audience continues to intervene, the scene will slide, inevitably, towards its unsatisfactory conclusion. Thus, the participants are required to step in regularly, to bring the scene towards a more satisfactory ending. This is a highly effective way of quickly and safely opening a subject. It can be a light, non-threatening way to explore different ideas and ways of handling a situation more effectively. It focuses participants on resolving issues practically, rather than theorising. Forum Theatre can be run by actor facilitators. Forum theatre is often used to prepare participants for their own practice or role-play.

Talking Heads: The actor(s) addresses the audience of participants directly, normally telling a short contextual story about a situation they are facing and then asking the audience for advice. The actors need to absorb a brief but also to fully inhabit the character they are playing as the audience may ask any question they wish. An excellent technique for challenging participants with complex or ambiguous situations - stimulating debate amongst groups.



Simulations: A team of actors, with a complex pre-written brief, create a realistic and sophisticated environment in which participants can interact and learn with no risk involved. Roles are carefully researched and constructed to link with each other - for example, to make up the board of a fictional company. Each actor takes a specific role for the duration of the session (from half a day to two days). The simulation can be played out in real time with new developments occurring through the day. Participants often interact with characters many times and can arrange joint meetings with several simulators. Later they receive constructive feedback (and can review video-recorded evidence to support learning). This is a challenging experience and gives participants a chance to observe a situation and try out their skills in real time. This service requires consultation with the client and time for writing and rehearsal to create a credible, absorbing simulation.

Video and Film production: We can write, produce, and cast short videos for clients. We can provide video and/ or recorded scenes for use on Intranet or as part of a 'live' conference or training course. Interactive scenarios are possible using several pre-recorded (asynchronous) options.



react:

React people ('ReActors')

Depending on your requirements and on the level of responsibility for participants learning; we provide three tiers of professional personnel: Actor-Facilitators; Trainer/Facilitators or Role-Players

Actor-Facilitators: Provide role-plays or forum theatre as required, can facilitate and lead sessions with small groups without supervision. They can present short modules on specific topics, for example, 30 minutes on body language. As well as tailoring feedback to learning objectives, they will take on a more active role in leading groups, and will often bring their own experience and expertise to bear in support of the course leaders.

Trainers/Facilitators: Lead or co-lead course-length modules including theoretical input and detailed facilitation with larger groups. They take responsibility for the day, participants' learning and, with their own background in drama, inject energy and enthusiasm - bringing to bear their experience of drama-based experiential learning.

Ideal for courses with human interaction at their heart. Our trainers also have great facility in getting the most out of participants working practically with actors.

Role-Players: Provide 1:1 role-plays or forum theatre based on prepared or on-the-spot briefs. They can give feedback as the character and provide basic facilitation with a third-party facilitator/trainer actively supervising. They understand learning objectives and can tailor feedback towards them. Ideal for courses with multiple trainers, Assessment and Development Centres, or basic simulations.

Contact React

Drop us an email or call any time. You will get through to a friendly human being who will be happy to answer any questions.

Call us on: 01727 858508
or email: helpdesk@react.co.uk



react:

working

together