



THE  
BOB PIKE GROUP

Engineer Curiosity



# AWKWARD-PROOF YOUR TRAINING



## In this webinar you will:

- Explain the necessity and methods of connecting with your audience immediately
- Identify and list criteria to include in a virtual icebreaker
- Experience effective virtual icebreakers

Presented by Becky Pike Pluth

Session: WRK511  
June 15, 2022

## License Agreement

Creative Training Techniques, Inc., doing business as The Bob Pike Group, owns the intellectual property rights, including but not limited to all copyright and trademark rights, in these materials and any associated materials (collectively, the “Program Materials”). The Program Materials are and remain the property of The Bob Pike Group, Inc. Upon completion of The Bob Pike Group program supported by the Program Materials, The Bob Pike Group, grants you, as an individual, a license to use this copy of the Program Materials in your work. Neither you nor your employer nor any other party are granted any ownership rights, copyrights, trademark rights or any other rights whatsoever in or to the Program Materials other than the right for you, individually, to use this copy of the Program Materials in your work. Neither you nor your employer nor any other party may: (a) reproduce, in any form or by any means, the Program Materials; (b) prepare derivative works of the Program Materials; (c) distribute copies of the Program Materials for sale or to persons who have not completed The Bob Pike Group program supported by the Program Materials; (d) perform or display the Program Materials publicly; or (e) authorize others to do any of the foregoing.

## What is copyright?

Copyright is a form of protection provided to authors of original works by the laws of the United States and international treaties to which the United States is a party. The copyright laws of the United States give the owner of the copyrights to a work the exclusive rights to:

- Reproduce the copyrighted work in copies however produced (e.g. photocopying, scanning, faxing, electronically);
- Prepare derivative works (e.g. translations, revisions, abridgments, dramatizations, video adaptation, any form in which the work may be transformed or adapted);
- Distribute copies for sale;
- Perform or display the work publicly; and
- Authorize others to do any of the above.

## What is the copyright policy of The Bob Pike Group?

It is the policy of The Bob Pike Group to reserve all copyrights to itself and to vigorously pursue any unauthorized use of its work.

## What is a mark?

A mark is any word, name, phrase, design, symbol, or device or any combination of the same, used to identify goods (trademark) or services (service mark) from a single source.

## What is the policy of The Bob Pike Group, with respect to its marks?

It is the policy of The Bob Pike Group, to restrict to itself and those persons licensed by it, all use of its marks and to vigorously pursue all unauthorized use of its marks.

## Which are marks of The Bob Pike Group, Inc.?

Train-the-Trainer Boot Camp, Creative Training Techniques, Presentation Skills for New Trainer and Subject Matter Experts, Instructional Design for Participant Centered Training are marks owned by The Bob Pike Group.

If you have any questions regarding copyrights or marks of The Bob Pike Group or if you are interested in obtaining a License to use the marks or words of The Bob Pike Group, please contact The Bob Pike Group at 952-829-1954 for details.

## Becky Pike Pluth

CSP, M.Ed., MPCT

Becky Pike Pluth is not your typical speaker. Over the past 18 years, Becky has designed and delivered more than 5,000 interactive webinars on a variety of topics including sales, customer service, train-the-trainer, performance consulting, and virtual presentation skills. Her in-person sessions at Training Magazine and Association for Talent Development (ATD) conferences have drawn standing-room-only audiences for the last fourteen years. She regularly has more than 2,000 registrants for her free webinars for The Bob Pike Group and Training Magazine Network. With more than 24 years of experience in training delivery and design and business operations, she has been the owner of The Bob Pike Group for the past eight years. She also is the author of *Creative Training: A Train-the-Trainer Field Guide*, *101 Movie Clips that Teach and Train* and nine other influential books and resources.



In designing these interactive webinar tools, Becky has utilized sustainable change and adult learning principles. These methods are practical, repeatable, and highly effective. A trained educator, Becky expanded into corporate training after completing her master's degree in teaching and learning. She also is a Certified Speaking Professional through the National Speakers Association.

### Follow Us!

Facebook:

<https://www.facebook.com/thebobpikegroup>

Twitter: [www.twitter.com/TheBobPikeGroup](http://www.twitter.com/TheBobPikeGroup)

[www.twitter.com/@beckypluth](http://www.twitter.com/@beckypluth)

LinkedIn:

[www.linkedin.com/company/232681](http://www.linkedin.com/company/232681)

### THE BOB PIKE GROUP

10800 Lyndale Avenue South, Suite 151

Bloomington, MN 55420

(800) 383-9210 • (952) 829-1954

[www.BobPikeGroup.com](http://www.BobPikeGroup.com)

[bpluth@bobpikegroup.com](mailto:bpluth@bobpikegroup.com)



# Ideas to Break the Ice



## Acronym Alert

1. CVS

2. FTD

3. GE

4. IBM

5. UPS

6. EWP

7. BPG

8. AM

9. WII-FM



# There is More than Meets the Eye with Icebreakers

## Icebreakers are

Depending on generation and which study you read there is conflicting information about attention spans. Despite the conflicting information it is still important to grab attention from the beginning of your classes and then keep it throughout.

Netflix viewers watch 3.2 hours of streaming video a DAY in 2020.

93% of podcast listeners stay tuned for “all or the majority” of each episode. Why? Creating immersive icebreakers is a welcome break

With so much information available online users cannot keep up with it all, even if it is great quality. It becomes buried. In 2021 we now take in five times more information than we did in 1986. This means you must adapt your strategy and embrace new, untapped engagement from the very beginning of your session.

Reduce , Reduce

According to the American Psychological Association (APA) Stress in America 2020 survey<sup>1</sup> shows acclimating to a new reality amidst the pandemic has been a struggle despite months of acclimating. 8 in 10 adults say the pandemic is a significant source of stress in their life and burn out is at an all-time high. Icebreakers are an easy way to reduce stress while also be on topic and content related.

<sup>1</sup> American Psychological Association (2020). Stress in America™ 2020: A National Mental Health Crisis.

## Global Trend in

Sharing content via webinar is easier and quicker than it has ever been. However, global attention spans are narrowing, and trends don't last as long.

Example: Twitter

- 2013 content trend would last 17.5 hours
- 2016 content trend lasted 11.9 hours
- 2020 data shows the shelf life is 11 minutes!

“Double screening” is the norm for participants. Watching your webinar while checking email. Chances are you will barely remember what happened on the webinar and email quality will be reduced.

## Screen

The pandemic has forced more time viewing screens, which has become overwhelming, and participants must decide how to spend their precious screen time best. Starting off with an icebreaker may be just what their brains need to shift and refocus.

# Energizer Essentials

Energizers help create learning momentum by getting the blood flowing in the body or getting the mind back on track through mental stimulation.

- Mental and/or [redacted]
- Increases [redacted] and oxygen.
- Does not need to relate to content.
- When standing up your [redacted] is fed at an optimal rate.
- Energizers that link to content you have been teaching are known as [redacted].

**ENERGIZERS**

## Icebreaker Timing Job Aid

If...	And...	Then consider...	Examples to try
It is mid-morning	You've just had a physical break	Using a mental stimulator to re-engage	John Hancock Name That Acronym What Do They Stand For? What's Your Point?
It is late morning	The content is new to the participants and they are getting hungry	An energizer that revisits the content with a kinesthetic/ tactile element	Acronym Alert High Five Human Scramble Stretch Yourself
It is right after lunch	Napping sounds like a good idea and you want to change partners or groups	A kinesthetic activity that includes finding a new partner or group	Face to Face Mirror Race Sort it Out
It is mid-afternoon	Energy is waning and the group has lost focus	A short energizer to get the blood flowing	Back to Back Counting Sit/Stand Touch Three Walls
It is late afternoon	Brains are full and energy is low	A kinesthetic energizer to revisit content and invigorate learners	Card Questions Gallery Walk Top Ten List

# 15 Virtual Icebreaker Techniques

1. Stand [redacted]
2. Give a [redacted]
3. Use a brain [redacted]
4. [redacted] in the blanks
5. Play [redacted]
6. [redacted] second "chat" discussions
7. Plant [redacted]
8. [redacted] a poll, and then show the poll
9. Ask for a [redacted]
10. Complete an [redacted]
11. Put people in [redacted]
12. Use [redacted]
13. Stand and [redacted]
14. [redacted] outside and report back
15. Incorporate [redacted] throughout your design.

Clues
questions
volunteer
30
music
humor
assessment
teaser
look
create
up
CORE
challenge
fill
stretch
pairs

## Icebreaker Application

	Touch 3 Walls		
<b>How</b> could you use it?			
<b>When</b> would you use it?			
<b>Where</b> would you use it?			
<b>Why</b> would you use it?			
<b>Who</b> could you use it with?			

## Even More Icebreakers

1. **Acronym Alert:** Show a slide with common acronyms on it such as CVS, GE and UPS. Teams compete to see how many they can guess correctly in 2 minutes.
2. **Back to Back Counting:** Partners stand back to back. On the count of three they turn to face each other while holding up any number of fingers from 1–10. The first person to count up the total number of fingers between the partners wins a point.
3. **Card Question Swap:** Participants write a question on a 3 x 5 card that they know the answer to. They then form a partnership to share their questions. When the questions have both been answered correctly, they swap their question card with their partner and move to form a new partnership. Repeat the process several times.
4. **Face to Face:** Everyone finds a partner and stands face to face. Each time you call out an instruction, participants must find a new partner and stand according to the instruction. (back to back, hand to hand, elbow to elbow, etc.)
5. **Gallery Walk:** Participants circulate around the room looking at and discussing information posted on wall charts.
6. **High Five:** Partners discuss questions posed by the leader and give each other a high five when they believe they have the correct answer.
7. **Human Scramble:** After giving participants criteria on information to share, have them meet up with someone from a different table to share with. The goal is for them to share with as many different people as they can in the given timeframe.
8. **John Hancock:** Participants fold a blank paper in half vertically. On the left side of the paper have them sign their name as many times as they can in 30 seconds using their left hand. On the right side of the paper have them do the same using their right hand. Count up the totals from each column.
9. **Mirror Race:** Have each partnership select a leader and a follower. The leader makes movements for 30 seconds that the follower must replicate. Switch roles and continue for another 30 seconds.
10. **Name That Acronym:** Give a list of nonsense acronyms to the participants and have them create meanings for them. (e.g. BDU: Brain Dead User, MEGO: My Eyes Glazed Over.) Have them make up one of their own and share the results with the group.

# The Bob Pike Group

**We are the industry-leading firm to train your trainers, design your training programs and develop your leaders.**

The Bob Pike Group's Creative Training Techniques® helps trainers cover twice as much in half the time. Each project is designed from the ground up using activities that have attendees participating in their own learning. These tools allow learners to "catch" what's being taught while having fun.

Participants take ownership of their learning and quickly discover on-the-job applications for their training. Participant-centered training is successful because it focuses on the needs of learners.

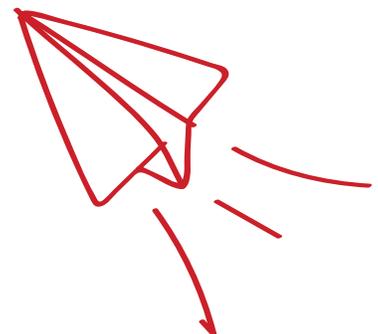
Companies large and small work with us to save time and money on training while improving measurable results. The Bob Pike Group training consultants are experts with real-world experience. They know what it's like to be on the frontlines of industries like technology, healthcare, government, education, and manufacturing.

The programs we provide are the foundation for a customized solution to meet your company's specific needs.

You can bring any workshop onsite and receive customize team training. Call 866.BOB.PIKE to get started.

## Upcoming Seminars and Webinars

For a complete listing of our upcoming seminars and webinars go to [www.BobPikeGroup.com](http://www.BobPikeGroup.com) or call The Bob Pike Group (800) 383-9210



28<sup>th</sup> Annual  
Creative Training Techniques® Conference

# TRAINING MIXER

MINNEAPOLIS



Pre-Conference  
Sept. 25–27, 2022

Conference  
Sept. 28–30, 2022

[ctt.bobpikegroup.com](http://ctt.bobpikegroup.com)