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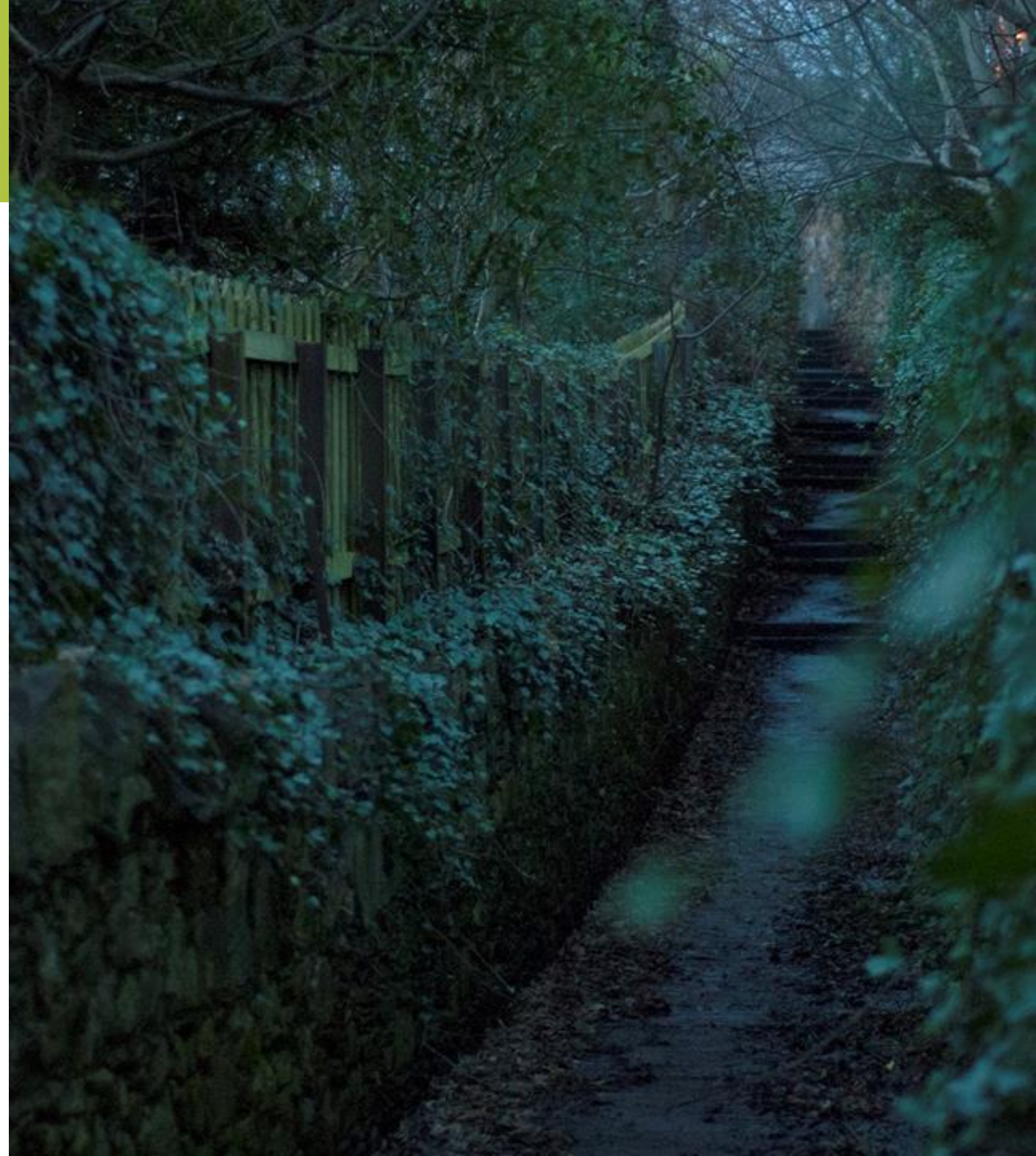
Shaping the future of learning
The Annual Global, Cross-Sector Conference and Exhibition on Digital Learning
BERLIN
Dec 03-05
2025

Jacobs, et al, LLC

Creating a safe place to fail

Resilience and Meaningful Change: Rethinking How We Design Education

4-Dec-2025



The problem

When educating or training, too often the focus is on results instead of performance.

When working with people, we don’t control the results, we can only perform according to how we learned.

Four types of transfer

Not everything is training, there are four types of information transfer we call training:

- Presentation
- Practice
- Education
- Training

Story time

Why experiential learning is important:

In corporate learning

In public safety learning

In education

Scenario-based learning

Scenario-based learning needs to:

- reflect the the job – data driven
- combine multiple knowledge and skill sets
- reflect tasks and reality
- require decision making
- include failure

Designing them

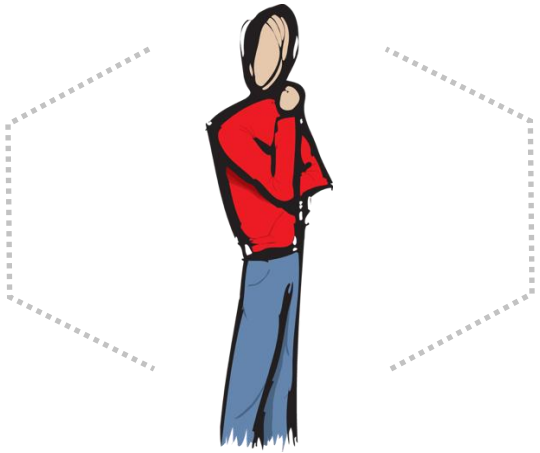
Scenario-based learning needs to be designed and intentional. It must:

- be structured
- be documented
- be scripted
- include roleplayer cards
- provide realistic environments

Why failure matters

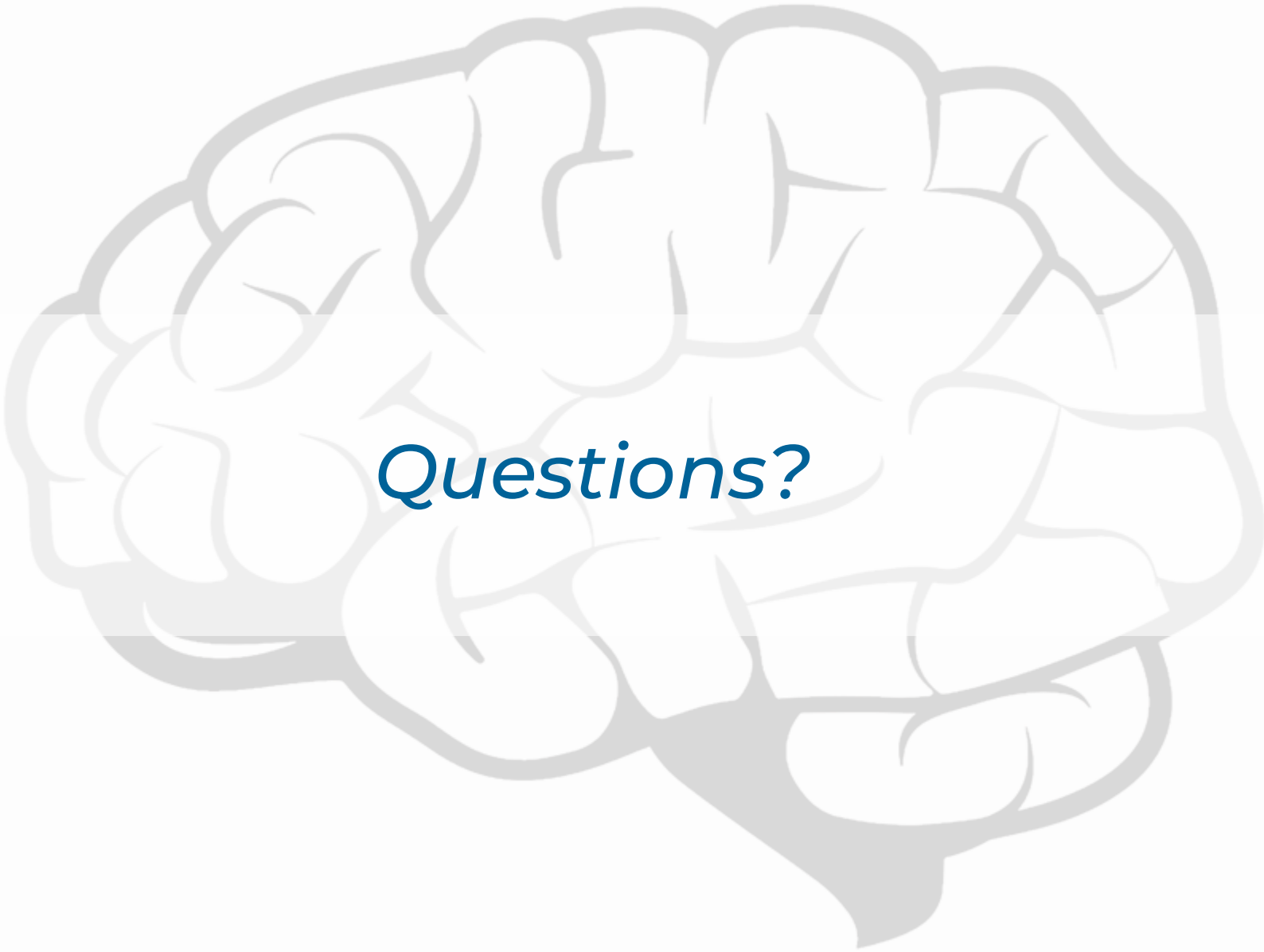
Failure happens already; it is better to prepare participants to expect it.

- Failure is part of reality
- Change paradigm from “bad results = failure”
- Builds confidence
- Builds resiliency
- Creates a level of personal control



What it is all about

It is all about helping people find solutions and peace!



Questions?

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If you would like the Participant Guide of my presentation, please email me for a copy!