

# Adayana Success Story

Experiential Training More  
Effective than Classroom  
Learning for Today's Military and  
Civil Leaders

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## Situation

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In our nation's military and civil leadership classrooms, the instructors rely solely on teaching specific processes as the means to train command and control how to respond during a military operation or while managing a domestic crisis. Ultimately, the learning institutions train students on the correct decision-making procedures in order to operate under unpredictable and uncertain conditions. Although these trainings have certainly helped to shape and produce some of the best leaders in the world, instructors agree that improvements can be made to the instruction to help reinforce confidence in these brave leaders' decision-making skills. The missing element to the instruction is providing experiential learning. The learning institutions have relied on the student to take the lessons learned from a sterile classroom environment, including lectures and academic books, and be prepared for any conditions that they will encounter in the field. But the true challenge arises when they try to apply these learned decision processes in a rapidly changing field environment without knowing the potential second- or third-order effects.

## Solution

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The Common Core Scenario Courseware Module (CCSCM) provides the means for the instructors and students to achieve that new experiential learning dimension for the leadership experience. The CCSCM emulation tool creates a virtual, distributive, collaborative, synchronous, constructive environment offering realism in the classroom environment or at training events.

Usually, these leadership skills come only with years of on-the-job training where errors come at a tremendous cost. The CCSCM tool provides the student with the ability to experience being adaptive and agile where the only cost from a mistake will be his or her pride. Adayana Government Solutions, working with the Army Training Support Center (ATSC), have built the economical means to bring the necessary and effective experiential learning into the classroom.

In order to make the classroom more realistic, CCSCM's graphical user interfaces (GUI) can model or replicate the control operating systems used by operation centers. With the look and feel of the current command and control operation system, the student gains another facet to the experiential learning. The ability to tailor the CCSCM functionality to replicate any desired command and control operating system makes CCSCM the right tool for government agencies' crisis planning exercises.

CCSCM also provides the right environment to train staff from different locations in a collaborative environment. CCSCM reduces the need to bring all agency staff to one location to emulate a crisis scenario. Students and instructors can join a training session from anywhere in the world and work together to formulate various plans in response to the training scenario. Students gain experience briefing their plans before an audience, even when the audience is located across many different locations. The instructor can provide feedback through the collaboration channels at any time, including while the simulation is running.

With CCSCM, the operation plan can now go into the execution phase. With the advanced constructive simulation providing realistic combat results, the military students can engage the military adversary. In a domestic scenario, civil students and first responders can practice tackling a domestic crisis, such as a hurricane or wildfire response. CCSCM economically recreates the operation center and provides a network with other participants and field experts to practice experiential learning in a fast paced, realistic scenario event. In so doing, CCSCM provides the ability for students to see first-hand the second- or third-order effects from their plans, enabling them to learn from their mistakes in the classroom. Students and instructors also have the ability to view and assess their actions in a replay mode after the end of the simulation.

## Success

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CCSCM smoothly transforms the desktop computer into a virtual operations center. It allows collaboration and teamwork to be an integral component to any common scenario training exercise. The students are able to employ versatility, improvisation, and adaptability to a complex scenario without actually leaving their training environment. CCSCM brings the field experience to the classroom by networking other students, subject matter experts, and field instructors into a common scenario, and leaves participants with the feeling of truly accomplishing a level of success.