

# Action Replay

## Recommended uses

Action Replay is best suited to the debriefing of exercises in which there is plenty of action involving the whole group. If the 'action' was repetitive, it may be too difficult for participants to synchronise their replay. Games that involve getting the whole group from A to B are often well suited to Action Replay. Games in which there is little movement (such as mental puzzles or board games) are less suitable.

## Resources

dummy microphone and dummy remote control (real or improvised)

## Description

Action Replay is a classic example of Dynamic Debriefing as well as being a challenging team exercise in its own right. Action Replay involves re-enacting an activity as if a video of the activity is being replayed. Just as on TV, the action is played back to examine an incident more closely or to replay an event worth celebrating. In the age of TV and video, Action Replay is readily understood and needs little explanation.

Compared to video work, Action Replay is much quicker to set up, edit and replay (no technical problems!); it is more convenient and versatile - it can be used almost anywhere; it keeps involvement and energy high; it is an exercise in memory, creativity, and teamwork; it brings out humour and honesty; it provides opportunities for leadership, interviewing and commentating; and it can be used as a search technique to find incidents or issues to debrief more thoroughly.

## Variation 1

A **dummy microphone** adds extra purpose (and interest) to the replay. Any group member (actor or audience) can pick up the dummy microphone to interview someone involved in the action. They can ask questions from any point of the learning cycle:

- to clarify what was happening
- to give people a chance to express their feelings (especially if unknown to others)
- to analyse the situation (Why were you doing that? How did that happen?)
- or to look to the future (How could you build on what worked well? What could you take from this experience into the workplace?)

## Variation 2

Introduce a **dummy remote control** before the replay starts. You (or participants) can preselect which moments to replay by requesting 'Selected Highlights' or you can just ask for the whole activity to be replayed. While taking part in (or viewing) a replay anyone can ask for the remote to slow down the replay at a particular moment or to see it again. Remind people about useful buttons on the remote and warn that you may invent some new buttons that no-one has ever heard of before. Once you have demonstrated the possibilities of using the remote control, participants can take it in turns to direct the action. The dummy controls are not only fun to play with, they also provide opportunities for some very focused and controlled debriefing. Action Replay is also readily adapted for rehearsing future scenarios. This is strictly 'preplay' rather than 'replay' but why send people back to their seats as soon as you start discussing the future?

This page is an extract from Roger Greenaway's chapter on Dynamic Debriefing in Mel Silberman's 'Handbook of Experiential Learning' (2007).