The **CAIL** Method™
CROWD ACCELERATED INDIVIDUALIZED LEARNING

Co-developed by the Stanford Graduate School of Business and GroupMind Learning Systems, CAIL brings to life real-world business challenges to improve executive skills through a new way of learning. Each module includes a video case vignette with crowd-sourced discussion questions designed to drive engagement.

Through story-telling, CAIL grabs the viewer's attention in relevant, often emotional dilemmas, and drives a reaction in the moment to examine personal instincts, values and judgments within a larger set of ideas.

» *A NEW WAY OF LEARNING*

GroupMind Learning Systems » **Stanford Graduate School of Business**

» **What if you could benefit from every person's wisdom in the class?**
With CAIL, you can!

Performance Reviews ∴ Feedback on Strengths & Weaknesses

Participants ratings for how well Jack set the stage and communicated issues with trust and respect are:
(65 Participants voted on a scale of 1 to 5, 'Poor' to 'Outstanding')

	Scale	Votes	Percentage of Votes
Average: 3.2	5	2	▪ 3%
Standard Deviation: 0.9	4	24	37%
Total Votes: 65	3	26	40%
	2	9	14%
	1	4	▪ 6%

Poling Responses

Participants felt that Jack could have done the following things better:
(Participants entered the following comments)

000 *He seems very concerned and engaged in helping the employee be a star performer.* ★★★★★

003 *--give specific feedback on things she's done well*
--unclear whether the criticism is new or something she's heard before (shouldn't be new) ★★★★★

007 *Jack should have closed the office door or asked Devi to do so. Jack should have spent a bit more time on the positive aspects of Devi's performance, including* ★★★★★

Ranking Valuable Responses

Group Comments

Navigation

- Welcome
- Self Assessment
- Plan and Set the Stage
- **Feedback on Strengths & Weaknesses**
- Listen Actively to Concerns
- Dealing with Negative Responses
- Set Performance Goals
- Focus Only On the Employee
- Final Concerns and Closing
- Best Practices
- My Action Plan

Notes Populate to Personal Action Plan

MyNotes

Notes will post to My Action Plan.

CAIL integrates three learning approaches that use new interactive web technologies, which can be implemented in the classroom or virtually.

» **Case Challenge Video** - CAIL Learning Modules create a community, helping participants to tackle challenges presented through real cases. The centerpiece of each module is a video vignette of a leadership challenge. The case sparks personal reactions and group evaluation, while stimulating new ways of looking at issues. CAIL helps to form a common language and cultural anchor, helping new teams form and disbursed teams take on new challenges.

» **Feedback Cycles** - By comparing responses, participants can contrast their gut reactions and decisions to the responses of others for insight into their underlying assumptions and mental models. This learning makes participants more self aware and open to new ideas.

» **Personal Action Plan** - Based on new perspectives participants can define goals in a Personal Action Plan, which also captures their insights recorded during the session in the MyNotes feature.

"This learning session was a great use of my time. I appreciated seeing everyone else's responses and I liked developing my action plan that I can apply to my challenges today."   —M.G.
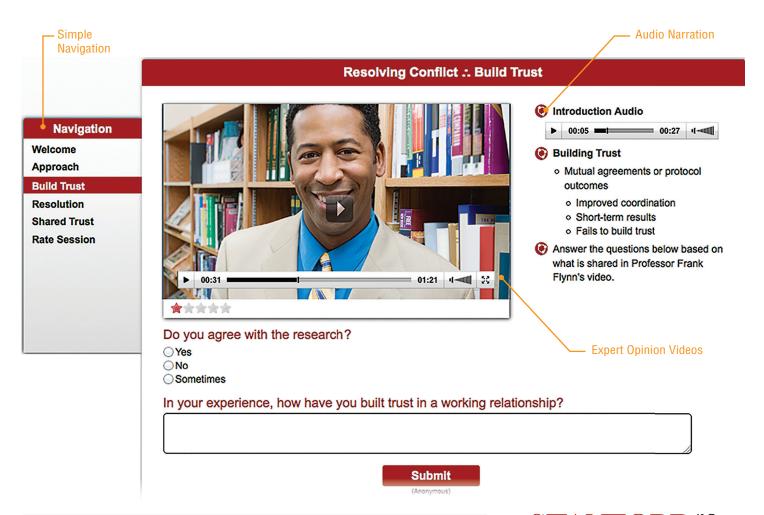
Solve the Engagement Gap

The two biggest barriers to learning are the lack of engagement and resistance to new ideas. CAIL provides structure for the cognitive and social processes necessary for rapid learning in a way that greatly increases participant engagement.

Self-Paced or Facilitated?

CAIL learning sessions have proven to be impactful in both facilitated and self-paced modes for teams that are co-located or dispersed.

Simple Navigation

Audio Narration

Resolving Conflict ∴ Build Trust

Navigation
Welcome
Approach
Build Trust
Resolution
Shared Trust
Rate Session

Introduction Audio

▶ 00:05 ▬▬ 00:27

Building Trust
- Mutual agreements or protocol outcomes
  - Improved coordination
  - Short-term results
  - Fails to build trust
- Answer the questions below based on what is shared in Professor Frank Flynn's video.

▶ 00:31 ▬▬▬▬▬ 01:21

Expert Opinion Videos

Do you agree with the research?
○ Yes
○ No
○ Sometimes

In your experience, how have you built trust in a working relationship?

Submit
(Anonymous)

STANFORD GRADUATE SCHOOL OF BUSINESS

The **CAIL** Method™

Modules Currently Available or In Development

- » *Performance Reviews*
- » *Ethical Dilemmas*
- » *Leading Innovation*
- » *Managing Strategic Change*
- » *Self Leadership Skills*
- » *One-On-One Communication Skills*
- » *Developing Political Acumen*
- » *Turning A Need For Change Into an Opportunity*
- » *Getting Buy-In*

- » *Hiring for Cultural and Organizational Fit*
- » *Building Inclusion*
- » *Delegation and Empowerment*
- » *Building High Performance Teams*
- » *Developing Leaders with Mentoring*
- » *Decision Making Trade-off*
- » *Overcoming Conflict*
- » *Delivering Results*

Benefits from Using CAIL

Learning is immediately deepened when participants calibrate their thinking based on a range of approaches to a case challenge.

Capture the "aha" moments that frequently occur as participants see that there are other, possibly better ways, to approach an issue.

Star-ratings increase engagement by allowing participants to rate group comments, highlighting those the group finds will be most effective.

Easy-to-use and affordable for both virtual and classroom settings.

For more information, contact:

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