

The Power and Versatility of Drama-Based Learning

Drama and performance techniques have long been one of the most powerful tools in learning and development. Why? Because they hold up a mirror to reality, inviting people to reflect and explore, practise, and change in ways that are both safe and impactful.

At Keystone, drama-based learning is never about theatre for theatre's sake. It's about using learning experts with professional performance experience to facilitate transformative experiences – bringing real organisational challenges to life.

Why drama works where other methods fall short

Few people enjoy role play in learning and development. That's why Keystone doesn't do role play. In our workshops, participants aren't expected to act.

Instead, they:

- **Direct the action** – pausing, questioning, and coaching the characters.
- **Experiment safely** – testing out approaches with curiosity but without the real-world consequences.



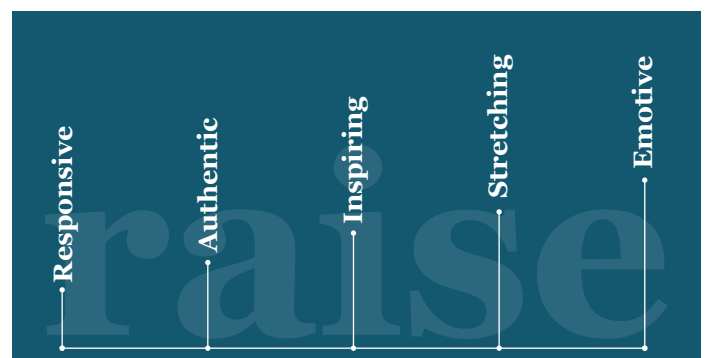
- **See themselves reflected** – observing, recognising, and engaging with behaviours and mindsets they may share with the characters.

This makes learning deeply immersive while keeping it psychologically safe. Sessions using drama-based learning accelerate transfer of learning and increase motivation in ways that other forms of training can't.

That's because the Keystone drama-based learning experience is anchored in State Dependent Learning (SDL) which taps into people's emotions and embeds in their brain.

Keystone's use of drama-based learning provides the opportunity for participants to experience what it's like to do things confidently, authentically, and with skill. This means that when they return to the 'real world' they already know how to do things with the expertise required.

Our RAISE drama-based learning model



Where drama-based learning adds value

The application of drama-based learning is hugely versatile and cuts across sectors, seniority levels, and topics. Some of the areas we've used it include:

- **Leadership and management development** – giving leaders safe practice in holding tough conversations, building trust, or influencing others.
- **Behavioural safety** – shifting the 'it won't happen to me' mindset and tackling unsafe shortcuts by exploring realistic site scenarios.
- **Customer experience** – helping teams step into their customers' shoes and practise handling service challenges.
- **Culture change** – addressing unspoken dynamics like banter, exclusion, or lack of feedback in a way that sparks honest conversation.
- **Crucial conversations** – equipping people to handle high-stakes, emotionally charged, or sensitive discussions with confidence and respect, turning potential conflict into productive dialogue.

From boardrooms to building sites, via both face-to-face and virtual delivery, drama-based learning gives people a shared experience and language which accelerates the behaviour change required.

What clients say

Clients regularly tell us that drama-based learning is one of the most impactful interventions they've ever used.

"Delegates are challenged to think and behave differently and have many opportunities to practise, reflect, and re-practise positive behaviours."

OD Manager, Balfour Beatty Rail

"The workshop was truly engaging and liberating. Using the actors and having to direct them created lots of positive debate. It has given me the confidence to approach situations in a more effective, confident, and professional manner."

Delegate, VINCI Construction

The feedback is consistent: drama-based learning creates learning that sticks.

Our approach at Keystone

What makes Keystone's DBL unique is how we integrate it into wider development journeys. We combine it with behavioural science, coaching, and experiential methods to design whole programmes that are bespoke to each client.

We work closely with our actor-facilitators so they understand your organisation's language, culture, and realities. This means they present characters and situations authentically, providing a 'mirror' to your participants.

That's why clients like Cala Homes, Arriva, Babcock International, Hollywood Bowls, and Liaison trust us to use drama-based learning in leadership, safety, culture change programmes, and immersive events.

Final thought

Our clients tell us that drama-based learning is one of the most powerful ways to help organisations achieve real change. But we're aware that reading about it doesn't do it justice.

So get in touch for a chat and let one of our experts help you explore how drama-based learning can support your L&D, people, and organisation development goals.

Keystone

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