



# GAMES

for Team Building and Training

## Competences:

- ✓ Change management
- ✓ Coaching
- ✓ Communication
- ✓ Conflict & Stress management
- ✓ Creativity & Innovation
- ✓ Customer service
- ✓ Diversity & Harassment
- ✓ Emotional intelligence
- ✓ Employee & Professional development
- ✓ Finance
- ✓ Human resources
- ✓ Leadership & Management
- ✓ Negotiating & Sales
- ✓ Organizational development
- ✓ Performance development
- ✓ Problem solving & Decision making
- ✓ Project management
- ✓ Selling
- ✓ Team building
- ✓ Time management & Meetings

## **Team Building Activities and Games for Work and Training**

Our interactive team building games make learning fun, and are a powerful way to develop key skills to succeed in the workplace. These experiential teamwork games are the best catalyst for adult learning. Your audience won't be sitting in their seats - they'll be in action, on an out-of-the-ordinary adventure that promotes cooperation and competition.

Our corporate team building activities combine proven theory with hands-on experience to explore relevant topics such as communication, teamwork, leadership, and more.

Any team in any organization can benefit from the power of these team building games, so give your organization an edge over the competition:



## 1. MARS ROVER CHALLENGE

A hybrid game and workshop, the Mars Rover Challenge immerses participants in action-packed games that teach team building and leadership. A comprehensive kit with two standalone modules, the Mars Rover Challenge transforms your training room into a Rover development lab where your audience must design and develop a prototype for the World Space Agency

**You don't have to leave earth for stellar skill development.**

Long gone are the days where collaboration served as an intermittent, as-needed approach to conquering company initiatives. Employers have become increasingly aware of its widespread benefits and have grown to value it as a constant in the workplace—encouraging collaborative behaviors and even going so far as to redesign workspaces to stimulate it. However, some people need to see it in action and practice it for themselves before they can fully embrace its benefits.

*Mars Rover Challenge* (formerly *Mars Surface Rover*) provides a powerful and unique hands-on experience that allows participants to connect with the concept of collaboration at a deep and personal level. Participants are immersed in a team construction activity, whereby they are tasked by the World Space Agency to build a prototype rover for traversing Mars' rocky terrain.

Two versions of the game are available. In the leadership version, participants work in teams to construct a rover, led by a team member who (unknown to the rest of the team) adopts one of three contrasting leadership styles—traditional (command-and-control), passive, and collaborative. Each of the three styles engenders very different feelings and emotions among team members. And together, they provide a very real demonstration of the effects different

styles can have on morale, motivation, and performance. The teamwork version again calls for participants to work in teams, only this time the game is played in two rounds. In round one, participants simulate working in siloed departments as they build the rover. In round two, they work together collaboratively. The end result in each round usually is markedly different, and the process and outcomes make for lively discussion and usually quite a few "Ah-Ahs!"

Both versions demonstrate, in a very practical and gratifying manner, the power of collaboration and enable participants to cultivate the mindset and behaviors integral to effective implementation. The differences lie only in the lens through which collaboration is viewed—either from the perspective of leadership or teamwork. While each game has been designed to function independently, using them in tandem presents a more thorough, holistic picture of collaboration and the positive effects it has on employee engagement and productivity. To this end, both versions of the game are available in a single Deluxe Kit at a considerable saving off of the price of each individual game.



## 2. CHOOSE HAPPINESS AT WORK

Grounded in solid science, Choose Happiness @ Work is an exciting card system designed to maximize team performance and employee engagement.

***Choose Happiness @ Work* is a tool for team performance and employee engagement, grounded in solid science.** Choose Happiness at Work gets people talking, laughing, and solving real-world workplace problems while learning science-based strategies to apply at work.

Science suggests that a boost in happiness raises productivity **10-25%**. So if this tool makes just one person who's contributing \$50,000 of value in a year happier, it has paid for itself 20+ times over, in the first year alone!

Grounded in brain science and psychology, this tool ensures that each person takes away immediately applicable tools, tips and strategies.

By applying knowledge of the brain and how we work together, *Choose Happiness @ Work* engages adult learners in a unique and powerful way. It is a powerful tool that engages learning, application, humor and team-building in a fun, facilitative experience and it teaches science-based tools in a way that allows people to safely raise and discuss issues, build trust, and boost engagement.

*Choose Happiness at Work* consists of over 50 common workplace scenarios and over 100 science-based solutions. Each scenario identifies and provides context for a common workplace situation, followed by a succinct scientific justification for why it is a problem at work. Each solution falls within one of four categories: *Practice Positivity*, *Subdue Stress*, *Flow to Goals*, and *Revitalize Relationships*. The cards provide many unique practice opportunities that meet the needs and working styles of diverse teams.





#### Practice Positivity:

Practice Positivity Cards present research-based strategies that lead to changes in mindset and attitude, resulting in increased happiness and engagement for you and your colleagues.



#### Subdue Stress:

Subdue Stress cards identify applicable tips for relaxing about and reframing stress, preventing stress, and effectively coping with excess or prolonged stress.



#### Flow to Goals:

Flow to Goals cards provide tools for creating clear and meaningful goals, tips for getting into the zone called 'flow' to make progress towards goals, and strategies for visualizing and celebrating progress.



#### Revitalize Relationships:

Revitalize relationships cards encourage putting people first and building warm relationships at work through a variety of applicable and science-supported techniques.

#### In this Choose Happiness @ Work Standard Kit you will receive:

- 100+ unique science-based solutions
- 50+ common work scenarios
- 7 Categories cards
- 1 Thank You card
- Access to online resources and a database of scientific sources
- Full instructions for standard play, plus 19 additional ways to play and 7 facilitation strategies

With 1 copy of Choose Happiness @ Work, you will be able to set up 1 table with up to 10 people each, thereby teaching the science of thriving to up to 10 people at a time.



### 3. BRIDGING THE COMMUNICATION DIVIDE

Bridging the Communication Divide is an experiential game that explores the impact personality style has on communication. These communication skills activities introduce a practical communication style model that helps people to make improvements to their communication skills. **by The HRDQ Development Team**

Have you ever wondered why it's so easy to work with some people yet so painful to collaborate with others? Well, it has just about everything to do with personality style. It's the main reason some people can establish immediate rapport, and it can be the root cause conflict too. But now there's a fun and effective solution that will clear the road to effective communication.

#### **Your blueprint for effective communication.**

Not your ordinary communication training program, *Bridging the Communication Divide* is an adventurous role-play game that lifts participants out of their everyday, four-walled environment and immerses them in a powerful combination of learning and practice. There isn't a better tool for exploring—or experiencing—personality style and how it shapes the way people interact. From identifying 'Who am I?' and learning the ins-and-outs of personality to discovering how to flex your style and building an action plan for improvement, *Bridging the Communication Divide* is full-distance learning. As a trainer, you will witness an amazing transformation happen between Parts One and Two!

#### **Learning Outcomes**

Understand the four principle communication styles

Recognize each style's strengths and trouble spots

Learn how communication styles are perceived by others

Discover how to flex one's style to better communicate with others

The *Bridging the Communication Divide* Complete Game Kit is packed with all of the tools you need to plan for and deliver a learning experience that achieves immediate results, from a comprehensive facilitator guide and takeaway participant workbooks to reusable game parts, support materials, a professional Microsoft® PowerPoint® presentation, and more.

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More than a year in the making, *Bridging the Communication Divide* is the latest in a long line



of classic games HRDQ has produced, including Tall Ships, Jungle Escape, and the award-winning Mars Surface Rover.

With the tried and true HRDQ Style Series Model serving as the overarching framework of *Bridging the Communication Divide* (the same model that is responsible for the development of more than one million people), the adventure starts when participants—a group of Peace Corps volunteers—are dropped into a remote location with a mission to build a bridge. Working in two teams, they must use sound communication with each other and their partner teams to complete the construction. But little do they know their teams are made up of opposing personality styles—and that’s when the real challenge begins.

Teams debrief after their first attempt at building the bridge, recognizing that certain behaviors made the task difficult to complete. Before they are asked to make a second go at building the bridge, they are introduced to the Style Model and its four personality styles: *Direct, Spirited, Considerate, and Systematic*. Participants learn about the strengths and trouble spots associated with each style, and discover how they can “flex” their behavior to improve interactions. Now with new skills in their pockets, they attempt the exercise yet again, this time with much greater potential for success. You’ll be amazed at the marked difference in communication between Parts One and Two of the game.

Trainer certification is not required to facilitate *Bridging the Communication Divide*. The game is delivered complete with all of the tools you need to prepare for and deliver the 3.5-hour experiential learning experience for two or four teams of 4-6 participants each. Most materials are reusable; additional participant workbooks and game packs are available for individual purchase.

### **Uses and Applications**

Bridging the Communication Divide is an excellent way to introduce, explore, and understand communication styles. Use it as a standalone 3.5-hour activity or a complement to the Style Series assessments such as What’s My Communication Style?

#### **It's also extremely useful for:**

Intra- and inter-team development

Supervisory skills training

Individuals or teams experiencing communication breakdowns.



## 4. JUNGLE ESCAPE GAME

Whisk your audience away from the traditional classroom with Jungle Escape, the high-energy team building game that's been a bestseller and perennial favorite among trainers since it was first introduced more than 30 years ago. After surviving a crash landing in a jungle, teams are challenged to work together to build a make-shift helicopter with only limited parts—and each other. Along the way, they explore and practice critical group-process skills such as team planning, problem solving, decision making, and conflict resolution.

As a trainer, you're familiar with this plea. We know teamwork is vital to organizational success, yet so many teams continue to struggle. Why? The answer may be as simple as this: they don't have a clear vision of how a well-oiled team looks, acts, and feels.

You can stand in front of your audience and tell - even push - them to be better team members, but we have a better idea. Let them experience it through customer service team building activities. Whisk teams away from the traditional classroom with *Jungle Escape*, one of our best-selling team building games that's been a perennial favorite among trainers since it was first introduced more than 30 years ago.

Fully immersed in a survival scenario, teams are challenged to work together to build a make-shift helicopter with only limited parts--and each other. *Jungle Escape's* hands-on design enables players to discover and practice critical group-process skills such as team planning, problem solving, decision making, and conflict resolution. Before they know it, they've experienced first-hand the differences between a *Cohesive* team and one that's *Fragmented* or *Divergent*. Participants will accomplish all of this through one of our best team building games.

### Learning Outcomes

Understand the difference between *Cohesive*, *Fragmented*, and *Divergent* teams

Learn and practice the nine elements of effective teamwork

Experience vital group-process skills

Demonstrate the balance between planning and implementation

Recognize the impact of individual behavior on group productivity

Establish action-planning steps for improved team performance

Stranded in a jungle after surviving an airplane crash, teams are challenged to build a helicopter to exact specifications using only toy parts, limited access to an assembled model, and teamwork. Starting with a planning phase, they discuss how to execute the project, and then the construction begins!

When the team believes they've properly built their aircraft, the facilitator checks the helicopter for accuracy and then records the amount of time that was dedicated to planning and construction. The winner? The team that spends the most time planning is typically the team that completes the project the fastest. Following the activity, team members take part in a discussion about team dynamics, offer insights, and create an action plan for improvement.

The *Jungle Escape* kit is packed with all the customer service team building activities and tools you need to deliver an interactive, 90-minute exercise that educates as it engages. From a comprehensive facilitator guide to colorful toy parts, a useful participant guides to support materials, an action video to an eco-friendly backpack, Jungle Escape provides the team building games and materials that will help develop your team into an effective unit capable of overcoming any obstacle. Heck, we even added a water bottle for trainers with a thirst for learning!

*Jungle Escape* is a snap to facilitate, whether you are a novice or a seasoned trainer. Use the customer service team building games of *Jungle Escape* as a powerful way to introduce basic team skills, improve productivity between multiple work teams, or energize mature teams.

### **Uses and Applications**

*Jungle Escape* can be used as a standalone team building game or as part of a more comprehensive training program. It was developed specifically for new and intermediate work groups, but it's also an excellent refresher and energizer for more mature teams. You can also use the game to:

Introduce the elements of effective teamwork

Kick off a team-building workshop or seminar

Improve productivity between multiple work teams

Identify group issues or concerns that block team performance

Energize established work teams



## 5. COMMON CURRENCY GAME

**Common Currency:** The Cooperative Competition Game is a flexible, team-based activity that utilizes a wealth of interpersonal and group-process skills. We especially like using it as part of negotiating and strategic planning workshops, but it's ideal for a wide array of training topics and teamwork games.

Is it really possible to practice the strategies of competition and cooperation at the same time? Yes! Around the world, production teams, research and development groups, and marketing teams all are benefiting from the power of cooperative-competition. Discover for yourself this fresh approach to individual, team, and organizational development with *Common Currency: The Cooperative Competition Game*.

### Overview

What is cooperative competition? When teams act with a competitive spirit that motivates them to put forth their best efforts while cooperating on the achievement of similar goals, you've got cooperative competition. And it can give your organization an edge over the competition. *Common Currency* uses the concept of cooperative competition among teams to stress the importance of group interdependence. To win this game, each group must rely on collaboration with others to exchange information and resources. Thus, teams gain an understanding of the beneficial nature of competitiveness as they strive to do their best, while maintaining good working relationships with other groups.

All group interactions involve both task (outcome) and relationship (process) skills. *Common Currency* is an excellent tool to address all aspects of teamwork and strategic planning, including leadership development, open communication, conflict resolution, principled negotiation, problem solving, managing change, and decision making.

### How the game works

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Teams representing fictional countries must cooperate in trading coins and information while competing for the most valuable combination of coins.

Participants will:

- Learn the basic principles of cooperative competition.
- Discover how cooperative competition helps teams and individuals achieve the greatest results.
- Develop the team and interpersonal skills that drive cooperative competition.
- Understand how cooperative competition benefits the entire organization.

### **Change Variation Game**

The concept of change and how it affects the process of cooperative competition can be illustrated clearly with this variation. The basic game instructions remain the same; however, teams must deal with changes in some of the original information. The new Information Cards affect coin combinations, bonus points, and the total number of coins allowed in the final collection. At this time, the change variation is included with the basic *Common Currency* game at no charge.

### **When to use Common Currency**

This game is a flexible, team-based activity that utilizes a wealth of interpersonal and group-process skills. We especially like using it as part of negotiating and strategic planning workshops. But it's ideal for a wide array of training topics. The Facilitator Guide includes debriefs for training in team building, communication, negotiating, strategic planning, decision making, problem solving, resource sharing, and more. Also included is a separate change module, which demonstrates the value of cooperative-competition in times of change.

### **Development of the Game**

The idea for *Common Currency* came about as the author was exploring the effects of competition on team building. She discovered that very few people were aware of the beneficial nature of competition within a collaborative environment, so she decided to create a game that would demonstrate those benefits.

The challenge was to create a game that utilized the spirit of cooperative competition while remaining flexible enough to meet a variety of training needs. The most important issue during development was the use of limited resources to create a heightened sense of competition, while utilizing a process that would require teams to collaborate with each other. This was accomplished in two ways: first, by providing an unequal distribution of coins, with a decreasing amount of coins as the values increased; and second, by formulating several data "bits" about the coins in the form of Information Cards, which players would need to

access to determine game strategies. The cards were made in duplicate to incorporate the risk of negotiating for information that was already known.

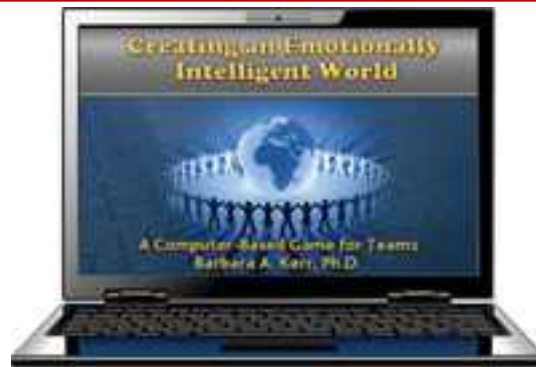
To further limit these resources, the coins and cards were to be randomly distributed in small portions to each participating group. Therefore, teams would have diverse assortments of coin values and pieces of information. In an attempt to gain the most valuable coin collection, participants would need to cooperate within their own team as well as negotiate with other groups for information and coins. The resulting interactions would establish the basis for the debriefing topics.

### **What to Order**

Order one Complete Game for up to 8 teams of 2-6 players each. For additional groups or players, order an additional game kit. The Complete Game includes: color coins, information cards, identification flags and envelopes, scoring sheets, Facilitator Guide, and sturdy tote bag.

Learn how to overcome and move beyond difficult interpersonal and inter-team relations in the workplace. Communication Derailed is a high-energy simulation game that demonstrates the profound impact of poor communication and teaches the skills needed to communicate effectively.





## 6. CREATING AN EMOTIONALLY INTELLIGENT WORLD

A computer-based management development training game for teams. Emotional Intelligence (EI) is the ability to comprehend your emotions and manage them effectively. Creating an Emotionally Intelligent World is a new computer-driven training game that offers a fun, interactive way to learn about each of the five EI skills.

### Emotional Intelligence Activities for Adults

As a breakthrough emotional intelligence training game, *Creating an Emotionally Intelligent World* can fast track your team for success. This computer-based management development training game helps teams, employees, leaders, and managers learn and practice emotional intelligence skills for better communication, leadership, decision-making and interpersonal relationships.

There's no question emotions are an integral part of our everyday lives, both at home, at work, and beyond. Emotional Intelligence (EI) is the ability to comprehend emotions and manage them effectively to get better results in both your personal life and career.

Research shows that those with higher levels of emotional intelligence are stronger leaders, better decision makers, foster more fulfilling relationships, and increase team efficiency in the workplace. Studies also suggest that EI is a more accurate predictor of success at work and in your personal life than the more traditional IQ test.

The good news is that emotional intelligence is a skill that can be developed and improved upon through emotional intelligence activities for adults. And once you have a team that not only understands their emotions but is also aware of their ability to impact others, you'll find overall communication will improve dramatically, which can translate into higher functionality and successful results.

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*Creating an Emotionally Intelligent World* is a computer-based training game that provides emotional intelligence activities for adults. Through this fun and interactive game, players learn about – and practice – 5 core skills of emotional intelligence:

Awareness of Self

Awareness of Others

Actions of Self

Interactions with Others

Resilience

### **Learning Outcomes**

Increase knowledge about emotional intelligence

Learn how emotional intelligence can influence success in the workplace and personal life

Find out how to apply emotional intelligence skills in common, everyday situations

Learn about strategies for developing emotional intelligence

Creating an Emotionally Intelligent World is an interactive computer-based team game built on the PowerPoint platform. The purpose is to boost players' understanding of emotions and how they impact other people while interacting with a series of highly engaging emotional intelligence activities for adults.

The fast-paced challenges included in Creating an Emotionally Intelligent World relate to the five dimensions of emotional intelligence, and make for exciting game play as teams of up to six players per computer work together on a group project. The end goal is to earn enough points to complete a 30-piece puzzle by correctly responding to seven different types of challenges.

And just as in real life, during gameplay Unexpected Life Events (ULEs) randomly intervene, which either add or subtract puzzle pieces and complications from the overall project. The game concludes when a team completes the puzzle project, or runs out of time. At that point, players learn their performance statistics, including an Overall Emotional Intelligence Awareness Rating, a Team Performance Score, and an assessment of how frequently the individual players choose to act independently or collaboratively.



## 7. DO YOUR BEST

A fun spin on corporate team building activities, Do Your Best demonstrates the key principles of setting direction in an organization, group, or team. The activities provide a stimulating means of uncovering the crucial principles of setting mission, vision, and goals.

*Do Your Best* is a set of activities that demonstrates the key principles of setting direction in an organization, group, or team. The short, five-to-fifteen minute activities provide an active, stimulating means of uncovering the crucial principles of setting mission, vision, and goals.

### Overview

*Do Your Best* contains three modules - one for mission, one for vision, and one for goal setting. Each module contains six to seven activities in which participants use acrylic blocks to build walls.

The facilitator can use any or all of the activities depending on time constraints and the particular needs for the training group. Each activity demonstrates a different direction-setting principle and can be run independently of the other activities. Each module, taken as a whole, builds to the point of having participants craft their own direction piece (vision, mission, or set of goals).

### How It Works

The original *Do Your Best* exercise was developed as an experiential means of teaching well-researched goal-setting principles. The intent was to give participants a hands-on experience that was involving and fun yet demonstrated how goals should be set. The same involving aspects of *Do Your Best* that make it appropriate for teaching goal setting also make it appropriate for teaching mission and vision construction. Participants discover the

principles through participation in activities rather than through lecture using the three activity modules included in the *Do Your Best* game.

*Mission Module:* Contains five activities, each demonstrating one of the five mission principles, plus one final activity that involves the group writing its own mission.

*Vision Module:* Contains five activities, each demonstrating one of the five vision principles, plus one final activity that involves the group writing its own vision.

*Goal Setting Module:* Contains six activities, each demonstrating one of the six goal-setting principles, plus one final activity that involves the group setting its own goals.

### **What to Order**

Each *Do Your Best* kit contains:

convenient 3-ring binder

reproducible participant materials for vision, mission, and goal-setting sections

complete facilitator guide

transparency masters

4 boxes of 30 acrylic blocks

12 laminated "Instructions" sheets

heavy-duty HRDQ tote bag

Extra Game Packs, order one per team, which includes:

1 box of 30 acrylic blocks

3 laminated "Instructions" sheets



## 8. FLIGHT FROM SAVO GAME

Send supervisors on a memorable exploration of supervisory skills with Flight from Savo, HRDQ's exciting hands-on adventure game. Participants gain first-hand experience in the fundamental supervisory skills of: Guiding the Work, Organizing the Work, Developing Your Staff, Managing Performance, and Managing Relations.

### by the HRDQ Development Team

Send supervisors on a memorable exploration of supervisory skills with *Flight from Savo*, HRDQ's exciting hands-on adventure game. Participants experience first-hand the fundamental supervisory skills presented in HRDQ's *Supervisory Skills Questionnaire*: Guiding the Work, Organizing the Work, Developing Your Staff, Managing Performance, and Managing Relations.

### The Scenario

On an expedition to study volcanoes, you and your group of scientists barely escape injury when your vintage World War II aircraft crashes on the remote island of Savo. The only way off the island is to construct a Stearman PT-13D plane from a cache of old parts discovered on the island. Can your supervisor get your group to build the escape plane in time — before the volcano erupts?

### Learning Outcomes

- Learn 5 fundamental supervisory skills
- Practice the 5 skills in an engaging "live" group project
- Receive direct feedback on skill strengths and weaknesses
- Understand the challenges of being a supervisor
- Determine which skills one can apply to be more effective on the job

### Theory

The ability to balance the goals of the organization with the needs of the work group is the common thread that runs through 5 key supervisory skill dimensions. These dimensions are the focus of *Flight from Savo* and include:

*Guiding the Work*: Taking the direction of the organization and translating it into actionable

plans for the work group.

*Organizing the Work:* Assigning people, equipment, and tasks to meet work goals.

*Developing Your Staff:* Actively working to increase the skill level of each employee being supervised.

*Managing Performance:* Removing the obstacles to better performance so employees can meet their own and the organization's objectives.

*Managing Relations:* Developing and maintaining good relationships with other groups so that the supervisor's employees and the organization meet their goals.

### **Free Resources**

Ask for the Theoretical Background

### **How It Works**

This exciting simulation game demonstrates how a supervisor puts the 5 key supervisory skills to work.

Presented with a predetermined set of toy parts and charged with building an escape plane, each group elects a supervisor who guides the construction project using the 5 supervisory skills. A series of "Setbacks" and "Lucky Breaks" both complicates and facilitates the group's work, and challenges the supervisor. The simulation ends when the reconstructed plane is deemed airworthy.

After the models are completed (approximately 60 minutes later), participants take part in a group discussion on the use of the 5 supervisory skills used during the activity.

### **Uses for *Flight from Savo***

*Flight from Savo* is designed for supervisors with minimum to moderate experience, but it can also be used as a refresher for more seasoned supervisors. We recommend using the game in conjunction with our best-selling learning instrument, the *Supervisory Skills Questionnaire*. Based on the same model, the *Supervisory Skills Questionnaire* pinpoints skill strengths and weaknesses. *Flight from Savo* then offers supervisors a fun and interactive way to practice, experience, and discuss the key skills.

### **What to Order/Product Contents**

Each Complete Game includes materials to simultaneously train up to 3 teams of 5-7 participants each. All parts except for the Participant Guides are reusable. For larger groups, order Extra Game Packs and Participant Guides. Our Customer Service Team is available to assist you in determining your materials needs.

### **The *Flight from Savo* Complete Game includes:**

- 1 Facilitator Guide
- 3 sets of game parts
- 21 Participant Guides
- 3 decks of Lucky Break cards
- 3 decks of Set Back cards
- 1 mood-setting audio CD
- 1 presentation CD
- 3 laminated instruction cards



- 1 stopwatch
- 3 rubberized tablemats
- 1 pad observer forms
- 1 pad reflection questions
- 1 plastic card case
- 1 sturdy tote bag

**The *Flight from Savo* Extra Game Pack includes:**

- 7 Participant Guides
- 1 set of game parts
- 1 deck of Lucky Break cards
- 1 deck of Set Back cards
- 1 instruction card
- 1 rubberized table mat

**The *Flight from Savo* Facilitator Guide includes:**

- Administrative guidelines
- Theoretical background
- Experiential learning/training methodology
- Frequently asked questions
- Description of the Supervisory Skills Model
- Training design options
- Blank training outline
- Sample copy of the Participant Guide
- CD with mood-setting soundtrack
- CD-ROM containing Microsoft® PowerPoint® presentation and reproducible masters, including a Certificate of Achievement, Training Evaluation, and overhead transparency masters

**The *Flight from Savo* Participant Guide includes:**

- Scenario description
- Reflection questions
- Description of the 5 Supervisory Skills
- Action planning



## 9. GET FIT FOR COACHING SKILL PRACTICE GAME

Enhance your coaching training with Get Fit for Coaching – A Skill Practice Game. Based on the Get Fit for Coaching assessment, this fun and fast-paced game gives participants the opportunity to practice the 5 skills vital to effective coaching: Building Rapport, Observing and Analyzing, Questioning and Listening, Providing Feedback, and Facilitating Learning.

### Learning Outcomes

Practice and strengthen the 5 key coaching skills

Discover how to develop effective coaching relationships and provide a rewarding work environment

Learn how to improve others' performance and maximize potential through coaching

### Theory

*Get Fit for Coaching – A Skill Practice Game* is based on the Coaching Process Model addressed in the *Get Fit for Coaching* assessment. This model illustrates 5 distinct skills associated with successful coaching (the 5 competencies measured in the assessment) and the open flow of communication back and forth between the coach and the person being coached.

### How It Works

After a brief presentation on the 5 key coaching skills, teams begin the first round of play, racing against the clock to answer coaching questions and win a chip for each coaching skill. In round 2, pairs of players compete to be the first to win 5 letter cards (one for each of the letters in the word "COACH").

### Uses for *Get Fit for Coaching – A Skill Practice Game*

*Get Fit for Coaching – A Skill Practice Game* can be used as a standalone game to build, refresh, or reinforce coaching skills, or as part of a leadership training program. It is also a powerful addition to the *Get Fit for Coaching* assessment, enabling participants to fine-tune areas of strength and improve skill areas as needed through practice.

### What to Order/Product Contents

Each Complete Game includes materials to simultaneously train up to 16 participants or 4 teams of 4 participants. All parts except for the Participant Guides are reusable.

For larger groups, order one Game Pack for each additional team of 4 participants.

Our Customer Service Team is available to assist you with determining your training material needs.

The *Get Fit for Coaching* Complete Game includes:

- 1 Facilitator Guide
- 4 sets of card decks with individual storage cases
- 4 laminated game cards
- 16 Participant Guides
- 120 game chips
- Sturdy tote bag

The *Get Fit for Coaching* Extra Game Pack includes:

- 4 Participant Guides
- 1 laminated game card
- 1 card deck in storage case
- 30 game chips

Facilitator Guide features (included in the complete game):

- Administrative guidelines
  - Theoretical background
  - Coaching Process Model
  - Overview of the 5 key coaching skills
  - Experiential learning/training methodology
  - Training design options
  - Preparation checklist
  - Blank training outline
  - Sample copy of the Participant Guide
  - CD-ROM (includes overhead transparency masters and 2 Microsoft® PowerPoint® presentations)
  - Convenient 3-ring binder
- Participant Guide features:
- Summary of the Coaching Process Model
  - Overview of the 5 key coaching skills
  - An introspective coaching exercise
  - Action planning
- participants the opportunity to practice the five skills vital to effective coaching.



## 10. JUNKYARD GAMES

Junkyard Games is an exciting new training game from HRDQ that combines energy and fun with creativity and process improvement. Teams work together, plan, strategize, and execute their ideas to achieve a common goal – all while having fun in a learning safe environment. There isn't any right or wrong, only learning from successes and mistakes.

### **Process Improvement Games - Junkyard Games**

#### **The Outrageously Fun Innovation Simulation**

*Junkyard Games* is an innovation training game for employee and management development training. The team activity is an engaging and interactive experiential instructional game that effectively improves the effectiveness of team and individual innovation skills.

Whether it's doing more for less, increasing productivity, or reducing costs, innovation is the lifeblood of all successful organizations. Without it, organizations may survive, but they seldom thrive. The fact of the matter is that anyone can be innovative, regardless of profession or level of responsibility. The opportunity for process improvement exists everywhere and at every level within an organization. Everybody's innovating, but often it isn't formally recognized as "process improvement" or "innovation".

The good news is that through process improvement games, anyone can learn how to be innovative with regular practice and a little courage. Fear is a natural byproduct of innovation, and you've got to have courage to take risks and share your ideas. The payoff for overcoming your fears can be tremendous, changing the way your company operates, inventing a new product, and saving your business time and money in the process.

Now there is a way to encourage innovation and develop the skills needed to have a positive impact on organizational performance. *Junkyard Games* is an exciting training simulation from HRDQ that combines energy and fun with creativity and process improvement games. Teams work together, plan, strategize, and execute their ideas to create the most innovative table top games for an international competition among imaginary countries.

The challenge is that they may only use the miscellaneous "junk" available to them. The parts are random, and not every team is given the same stuff. After an initial round of planning and testing, teams are asked to practice their innovation skills to improve upon their original design. Then the outrageous fun begins when the teams get to play each other's games and compete to win at all costs!

### **Learning Outcomes**

Differentiate between innovation and creativity  
Understand the value of managing task-driven and process-driven behaviors  
Learn and apply a 7-step innovation process

### **Uses for the Game**

*Junkyard Games* is effective either as a stand-alone activity or as part of a more comprehensive training program. Here are some suggested applications for the game:  
Kick off a team-building workshop or seminar  
Introduce the concept of innovation  
Energize an existing team's level of creativity for innovation  
Practice using innovation skills in a "safe" environment

### **Interview with the Author**

We recently interviewed Ron Roberts, co-author of *Junkyard Games*, to get his insights on innovation and why is it important to organizations today. Ask to read the interview.

### **How It Works**

Using only the miscellaneous "junk" available to them, teams compete in process improvement games to create the most innovative table-top sporting event for an international competition. After an initial round of planning, teams are challenged to practice innovation on their initial game designs. Things get really interesting when teams have fun playing each other's games. Following game play, additional learning takes place as teams give honest feedback on each of the game designs and how well they met the stated objectives and goals.

### **What to Order**

Each Complete Game includes materials to train up to 3 teams of 4-8 participants. All parts are reusable. For training sessions with more than 3 groups, order one extra game pack per team. Contact us for assistance with determining your materials needs.

If you are new to this product we highly recommend HRDQ QuickStart Training, whether you are a novice trainer or a seasoned facilitator. It's an excellent way to quickly get up to speed on the product so you can step into your first training class with confidence.

Personalized, one-on-one telephone coaching is provided in one-hour sessions at your convenience. Our subject matter experts will review the program with you, offer ideas for tailoring the program to your specific needs, discuss typical participant questions and reactions, and more.

### **Related Products**

What's My Team Member Style  
Mars Surface Rover Game - Team  
Jungle Escape

**Type** - Game

**Time Required** - 1.5 to 2 hours

**Authors** - Ron Roberts and Bernie DeKoven



## 11. JUST MY TYPE GAME

Just My Type is a fun, revealing card game based on Jung's theory of personality types. By trading and discussing cards and fashioning a hand that best captures their personality style, players learn about the various personality dimensions.

**LEADERSHIP METAPHOR EXPLORER KIT** A dynamic training tool designed to stimulate wisdom and understanding about how leadership plays out in organizations.

Add an exhilarating and meaningful exercise to any training session. *Just My Type* is a fun, revealing card game based on Jung's theory of personality types.

By trading and discussing cards and fashioning a hand that best captures their personality style, players learn about 4 personality dimensions: Extraversion/Introversion, Sensing/Intuition, Thinking/Feeling, and Judging/Perceiving. The game gives participants an opportunity to discuss how behavior preferences impact their relationships with others and how they can work together more effectively and productively.

### Learning Outcomes

- Discover one's personal style
- Understand differences in behavior preferences
- Identify behavior strengths and blind spots
- Build acceptance and understanding of those with different behavior preferences

### Theory

This dynamic card game is based upon concepts developed by Carl Jung. His theory suggests that there are 8 personality preferences that we all use at different times. These 8 preferences are organized into 4 pairs of contrasting dimensions. Each dimension represents a particular way we respond to the world around us. For example, where we focus our attention or how we make decisions is determined by our preferences. Our preferences in



each of the four pairs combine into what is called a Personality Type.

### **How It Works**

Cards are divided into four “suits,” representing the 4 personality dimensions. Each card contains an adjective relevant to a particular personality style. For example, a Thinking card might contain the word “logical.” Players are randomly dealt several cards from each suit. Some of the cards may describe them, but many won’t. To fashion a hand that best captures their personality style, players trade and discuss cards. After the game, participant workbooks provide an overview of personality types, short activities, and instructions for generating and discussing an optional team profile.

*Just My Type* makes a perfect introduction to any communication, diversity, leadership, or personality-style workshop. The game is also effective as a stand-alone learning event. Each Complete Game trains up to 16 participants. All materials except for the Participant Workbooks are reusable. For larger groups, order one Game Pack for each additional 8 players.



## 12. LEADOUT: AN EXPERIENCE IN LEADERSHIP SIMULATION

Leadout: An Experience in Leadership is an intense and exciting simulation that uses a real-life business scenario to drive home the importance of core leadership and team behaviors. Rooted in the theories developed by top management experts, the challenge is to make quality decisions while confronting everyday organizational issues. Your manager was unexpectedly transferred to another department. Your new leader doesn't provide the same type of direction. And now, some of your teammates are trying to undermine his efforts. Does this sound like a typical day at work? Hopefully not! The good news is that today, you aren't at the office. Instead, you're far away from your everyday environment, participating in a learning experience that will have a profound effect on how you view teams and leaders.

Welcome to *Leadout: An Experience in Leadership*, an intense and exciting simulation that uses a real-life business scenario to drive home the importance of core leadership and team behaviors. Rooted in the theories developed by top management experts, the challenge is for teams to make quality decisions while confronting typical organizational issues. Never before has there been a more positive way to distill best practices in planning, decision making, communication, conflict resolution, and interpersonal relationships.

### How It Works

Working for a land acquisition firm, teams serve as regional offices on a mission to identify and secure land that meets four specific criteria: adequate rainfall, proper drainage, rich soil, and gentle slope.

Each player is given a map that contains bits and pieces of relevant information. But they can't keep it – they must quickly memorize what they see before it's taken away. Then, it's up to the individual players to decide if they want to share their information or not. What they may not realize right away is that every move the team makes will have an effect on the final outcome. Suspense builds as, one parcel of land at a time, the results of the group's decisions are revealed. Choosing a non-viable land is costly, fertile real estate is profitable, and that's the difference between winning and losing.

Sound simple? Not so fast. The plot thickens, just as it does in everyday organizational life. Interpersonal conflict rots away at trust. Personnel changes crop up out of nowhere. And no one single person has all of the tools. Decisions must be made quickly – and oftentimes there's risk involved.

*Leadout* is a popular favorite among audiences. But the simulation goes beyond just fun. It

offers real learning, through the use of midpoint reflection, discussion questions, and a Force Field Analysis exercise.

**Uses for the Game**

*Leadout* can be used as a standalone learning experience, or incorporated into a more comprehensive program that addresses:

Leadership  
Team building  
Group decision making  
Communication  
Planning  
Motivation  
Risk taking  
Conflict resolution  
Influence

**Product Type**

Simulation  
Trains up to 4 groups of 9 members each.

**Objective**

To surface team and leader dynamics

**Time Required**

2-3 hours

**About the Authors**

**Charles Hosford** built on Fred Fostmire's initial concept to develop this experiential activity into a unique, exciting and versatile leadership development simulation. With over 35 years of experience in the field, he was one of Behavioral Science's early advocates in the 1960s. He was best recognized for his contributions to leadership development, team-building and conflict management in business and educational settings.

**Fred Fostmire's** creativity is exemplified by the versatility and richness of his Real Estate game which was the basis for *Leadout*. After a distinguished career at the University of Oregon and as an independent consultant to a number of major corporations, he retired as Senior Vice President of the Weyerhaeuser Company.

Total Items: 2



### 13. MAESTRO - THE TEAM PERFORMANCE GAME

A team building training game for employee and management development, which aims to improve teamwork, team *Maestro* a team building training game for employee and management development training. The experiential learning activity is an engaging and interactive way to improve teamwork, team performance, team leadership, and problem solving skills.

An integral part of the modern working world, teams are a critical component to an organization's success.

You can infuse fun into your next training session while helping teams develop vital group process skills such as leadership, roles and responsibilities, creative problem-solving, planning, and communication, with *Maestro: The Team Performance Game*. Hands-on and engaging, this interactive game leads to a rich and meaningful dialogue that prepares teams to perform more effectively in the workplace. It is the perfect kick-off for your team building initiative, team energizer, or standalone learning event.

#### **Get the Icebreaker!**

#### **Learning Outcomes**

- Learn how to apply skills to solve an unstructured problem
- Prepare teams and leaders to develop key group process skills
- Practice leadership skills under pressure
- Experience what it takes to be a high-performing team

#### **Uses for the Game**

*Maestro* is effective either as a stand-alone activity or as part of a more comprehensive training program. The game is the perfect kick-off for your team building initiative, team energizer, or standalone learning event. It is also a particularly useful tool for leadership, communication, and creative problem solving training.

## How It Works

*Maestro* simulates an unstructured problem so participants can experience the problem and the solution from the inside, just as they do in the real world. Rehearsing to audition for the top honor of playing at Carnegie Hall, teams are presented with a song that they must practice and then perform in front of a panel of judges. Their first challenge is to decide as a team who should lead them as maestro. Then they practice together as an ensemble. But the problem is that they don't know the name of the song they must perform - and they must play it using only hand bells. Worse yet, teams don't gain access to the instruments until it's time to audition! The activity draws to a close when teams perform and a winner is chosen based on points earned for quality of leadership, quality of performance, and song recognition.

## What to Order

Each Complete Game includes materials to train up to 4 groups of 4-8 participants at one

time. All parts are reusable. Please call our Customer Service Team at 800.633.4533 if you need assistance in determining your materials needs.

If you are new to this product we highly recommend HRDQ QuickStart Training, whether you are a novice trainer or a seasoned facilitator. It's an excellent way to quickly get up to speed on the product so you can step into your first training class with confidence. Personalized, one-on-one telephone coaching is provided at your convenience. Our subject matter experts will review the program with you, offer ideas for tailoring the program to your specific needs, discuss typical participant questions and reactions, and more.

## Related Products

Jungle Escape

Tall Ships

Mars Surface Rover

## Type

Game

## Time Required

1 hour

## Author

Steve Sugar

performance, team leadership, and problem solving skills.



## 14. MARS SURFACE ROVER GAME

Breathe new life into your training with two action-packed games that will send your audience on space-age adventures in team building and leadership. A comprehensive kit with two standalone modules, the Mars Surface Rover transforms your classroom into a top-secret development lab when your audience is challenged to design and develop a new prototype vehicle for NASA.

A new edition has landed! Check out the NEW 3rd Edition of Mars Rover Challenge. A comprehensive kit with two standalone modules, Mars Rover Challenge transforms your classroom into a top-secret development lab when your audience is challenged to design and develop a new prototype vehicle for NASA.

Give our Customer Service Team a call today at 800-633-4533 and we'll walk you through what's new, and give you a special offer on upgrading to the new edition. Not ready to make the move to the new edition? You can still order all extra parts and participant guides for the 2nd Edition.

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A successful Rover can be constructed any number of ways. The playing field is level for those with or without mechanical skills. The best part is that there's no single "right" design. This pivotal feature of the game allows participants to produce a Rover that is a composite of the team's creativity, vision, and skills.

Each participant will need a Workbook. An indispensable part of the *Mars Rover Challenge*, the Workbook captures key points and discussion topics for the group. It also contains critical thinking and reflection activities for individuals, including a personal development plan and assessment.

By highlighting the benefits of collaboration, the *Mars Rover Challenge* helps organizations, teams and individuals become more effective at working together.

### What's New in the 3rd Edition?

The *Mars Rover Challenge*, first introduced in 1997, is now in its third edition. There are two versions to the training game, Leadership and Teamwork. They work side by side (in the Deluxe Kit) or they can be standalone. Although these versions function independently, together they present a more complete picture of collaboration. Now, extensively revised, updated and with a new more intuitive structure to enhance your understanding and leave



you better prepared, the third edition offers numerous improvements and additions, including:

**New USB Flash Drive**

A USB drive, which is a faster and more convenient storage device, has replaced the CD. It contains the essential and optional facilitator support materials.

**Augmented Participant Materials**

We augmented both the leadership and teamwork Workbook in response to our clients' desire to strengthen participants' understanding and application of the material.

**New and Improved Game Resources**

The *Mars Rover Challenge* scenario is now more compelling than ever, and the PowerPoint slides include brand new multimedia elements. Key resources have also been drastically improved. The Price List and blueprints are now full color and more detailed, and we've added a Poster (leadership version) that acts as a quick reference and visual aid.

**Even More Up-To-Date Research**

More contemporary research has been integrated into the Theory Background. Collaboration has replaced facilitation as the most effective leadership approach in the leadership version, and the teamwork version now emphasizes the benefits of working collaboratively versus working in silos.

In the Leadership version, there is new research behind the three prevailing leadership styles — Traditional, Passive and Collaborative.

In the Teamwork version, there is new research behind the contrasting approaches of collaborative teamwork and the silo mentality.



## 14. PLAYING WITH STYLE

Personal style and how it relates to communication, leadership, performance improvement, and organizational teams is a frequent topic of today's best-selling business and personal development books. But acquiring and mastering this knowledge can take years to understand and internalize through real-life experiences. This collection of card-based teamwork games improves the knowledge of personality style and interpersonal skills. From the Thiagi Group, *Playing with Style* is a collection of card games for employee and management development training. Improves the knowledge of personality style and interpersonal skills.

Developed by Sivasailam "Thiagi" Thiagarajan and Tracy Tagliati of The Thiagi Group, these instructional games and training activities supplement the learning from the HRDQ Style Series, assessments that accurately identify individual personal styles.

There's lots of buzz about personal style and how to capitalize on it. But acquiring and mastering this knowledge can take years through real-life experiences alone. *Playing with Style* is a collection of ten different training games and training activities that help individuals to quickly learn the common characteristics of each of the four personal styles in the HRDQ Style model: *Direct*, *Spirited*, *Considerate*, and *Systematic*. These training games and activities also help develop an understanding of the strengths and potential trouble spots associated with each style. Individuals quickly build fluency in the different personal styles so that they can improve interpersonal skills and interact more effectively with others. *Playing with Style* motivates people to take an active role in the mastery of personal styles.

Game play ranges from one-player solitaire to large group activities, and most games can be played in less than 30 minutes.

The objective of the instructional games is to help individuals quickly build fluency in the different personal styles so that they can improve interpersonal skills and interact more

effectively with others. Playing with Style motivates people to take an active role in the mastery of personal styles. The games provide a wide variety of interactive training activities and learning experiences.

The *Playing with Style* games are intended as supplemental learning and training activities to the HRDQ Style Series assessments. While it is possible to introduce the HRDQ Style Model using *Playing with Style*, it is most helpful to participants to have a working knowledge and understanding of their preferred dominant style and the basic characteristics of each of the four styles. The games are an excellent follow up to any of the titles in the HRDQ Style Series.

*Playing with Style* includes 10 card games plus an additional bonus game you can use as an ice breaker or closing activity. Based on classics such as poker, rummy, and bluff, game play ranges from one-player solitaire to large group activities.

Each game takes approximately 15 – 30 minutes to facilitate and play. The choice is yours – play one, play some, or play them all. We guarantee the games will be the hit with any audience. Participants will leave the session prepared to transfer the learning to the workplace and put their newly-acquired knowledge into immediate action.

### **Theory and Development**

*Playing with Style* was developed by world-renowned training game developer, Dr. Sivasailam “Thiagi” Thiagarajan and Tracy Tagliati of The Thiagi Group. Using their experience and expertise in the field of instructional games and training activities, *Playing with Style* was developed as a supplemental learning tool to the HRDQ Style Series assessments.

The power behind *Playing with Style* and the HRDQ Style Series products lies in the simple but effective model for understanding human behavior. Based on the proven personality theories of Marston and Jung, the model identifies two basic dimensions of personal style: Assertiveness and Expressiveness. Assertiveness is the effort a person makes to influence or control the thoughts or actions of others. Expressiveness is the effort that a person makes to control his or her emotions and feelings when relating to others. Combining the two dimensions results in a four-quadrant model with four unique personal styles: *Direct*, *Spirited*, *Considerate*, and *Systematic*. The simplicity of the HRDQ Style Model is easy for trainers to facilitate and memorable for employees and managers to apply.

### **Uses for the Game**

*Playing with Style* is an excellent way to expand, enhance, and reinforce the learning gained from the HRDQ Style Series training assessments. Here are just some of the ways you can use the instructional games for classroom-based training:

Introduction to any Style Series assessment

Standalone training activities

Ice breakers

Energizers

Refresher games

Component of a management development workshop or training program

Follow up to any Style Series assessment



## 15. ROCKET: THE PROJECT MANAGEMENT GAME

New from subject matter expert Lou Russell, *Rocket: The Project Management Game* is a competitive team simulation that emphasizes simple, fast, and flexible techniques for tackling everyday projects successfully. In today's streamlined organizations, project management is no longer just the domain of the specialist. Now just about everyone is required to play the project manager role. At the same time, this growing need doesn't necessarily require certifications, Gantt charts, or the Critical Path Method. Instead, what's really needed is a basic, solid skill set that can be applied to everyday work.

Here's the training solution that will provide just the right amount of insight. From subject matter expert Lou Russell, *Rocket: The Project Management Game*, a competitive team simulation that emphasizes simple, fast, and flexible techniques for ensuring project success.

What makes *Rocket* such an effective learning experience is the combination of an actual hands-on team challenge and Russell's four-step Dare to Properly Manage Resources model. Through game play, participants learn very quickly the importance of each phase, from planning to completion as well as the need to practice what's referred to as flexible structure.

**Free Resources:**  
Ask for the Theoretical Background

### Learning Outcomes

- Experience firsthand the skills required to manage projects effectively
- Understand the various challenges of project management
- Realize how to leverage personal strengths to improve project communication
- Learn how to apply the DARE model of project management

## How it Works

At the heart of the game is a construction project – you guess it, a rocket! Project teams are faced with the challenge of building to exact specifications, given only limited knowledge and resources – and they're expected to complete the project both on budget and on time. While on the surface, it may seem like a somewhat simple task, tension and pressure grow as information is revealed and team dynamics emerge.

The *Rocket* Game Kit includes everything you need to train up to 16 players at one time. All parts are reusable.

## Product Type

Game

## Objective

To learn a basic project management process

## Time Required

2 hours

*Rocket* is based on the global industry standard, Project Management Body of Knowledge (PMBOK), and it supports project management as defined by the American Society of Training and Development's Certified Professional in Learning and Performance (CPLP).

## Author

Lou Russell is president and CEO of Russell Martin & Associates. She is the author of *The Accelerated Learning Fieldbook*, *Project Management for Trainers*, *IT Leadership Alchemy*, *Leadership Training*, and *10 Steps to Successful Project Management*. She is a frequent contributor to *Computer World*, *Cutter Executive Reports*, and *Network World*, among others, and publishes the monthly Learning Flash electronic newsletter.

A popular speaker, Lou addresses national and international conferences such as the Project Management Institute, Project World, and LotuSphere. She holds a computer science degree from Purdue University, where she taught database and programming classes, and a Masters in Instructional Technology from Indiana University.



## 16. STRIKE FIGHTER

Before the people in your organization attempt to maneuver through real-world negotiations, give them the opportunity to practice their skills in the safety of the classroom with Strike Fighter, HRDQ's new action-packed training simulation that teaches a solid start-to-finish strategy.

If you think negotiations are a battle to be won, imagine this...

You know firsthand what the Air Service needs in its aircraft – heck, you've flown the covert operations yourself. Now, as the military Commander of the Air Service, you're about to take part in the most challenging mission of all: a top-secret meeting with the Heads of the Land and Sea Services to replace an aging fleet of strike fighter jets with just a single model. While you want to fight for the sole interests of the Air Service, you know it could cause you to win the battle... but lose the war. Instead, you must engage your well-honed negotiating skills and collaborate.

### Quick Links:

Ask us for the Theoretical Background

Ask us for the article - *Training Simulations: More than Fun and Games*

Practice makes perfect.

Before the people in your organization attempt to maneuver through real-world negotiations, give them the opportunity to practice their skills in the safety of the classroom with the action-packed simulation, *Strike Fighter*. **The winner of the NASAGA game design** competition, this learning-rich experience is aimed at helping individuals become more competent and confident negotiators by teaching a solid start-to-finish strategy. There isn't a more powerful way to surface strengths and weaknesses, and answer the question: Is the way I approach negotiating successful, and if not, what do I need to change?

### What you will achieve with *Strike Fighter*

Practice using the negotiation process and reflect upon their negotiating skills

Understanding of the five main negotiating styles

Improved negotiating skills

Personal action plan

### **Uses for the Simulation**

*Strike Fighter* is effective as a stand-alone activity or as part of a more comprehensive training program. Here are some suggested applications for the simulation:

Introduction to the concept of collaborative negotiating

An experiential follow up to the Negotiating Style Profile assessment

Basic negotiating skills practice

Preparation exercise for sales people or purchasing agents

Team building activity for teams that need to collaborate

### **What to Order**

The *Strike Fighter* Complete Kit provides you with everything you need to train up to 48 people, including a comprehensive Facilitator Guide, card decks, worksheets, and more. Our

If you are new to *Strike Fighter*, we highly recommend Dekon QuickStart Training, whether you are a novice trainer or a seasoned facilitator. It's an excellent way to quickly get up to speed on the simulation so you can step into your first training class with confidence.

Personalized, one-on-one telephone coaching is provided at your convenience. Our subject matter experts will review *Strike Fighter* with you, offer ideas for tailoring the game to your specific needs, discuss typical participant questions and reactions, and more.

### **About the Authors**

Pracownia Gier Szkoleniowych (PGS)

PGS designs, develops, and facilitates management development games and business simulations for both global corporations and the non-profit sector. With more than two dozen experts on board, PGS specializes in the fields of change management, communication, and teambuilding.





## 17. STYLEPLAY

Add excitement and impact to your style training with StylePlay - 12 Group Card Games. These quick, energizing games reinforce learning and build awareness in a fun, nonthreatening manner. Each of the games allows participants to identify and better understand their preferred styles.

Add excitement and impact to your style training with StylePlay - 12 Group Card Games. These quick, energizing games reinforce learning and build awareness in a fun, nonthreatening manner.

### Learning Outcomes

Understand the four personality styles

Learn how the four styles interact

Practice interacting with those of similar and different personality styles

Understand the strengths and weaknesses of each style

### Theory

*StylePlay - 12 Group Card Games* and the other titles in the *HRDQ Style Series* are based on the well-known research and personality theories of psychologists Carl Jung, William Moulton Marston, and others. Most research has identified two basic dimensions of style, which we refer to as assertiveness and expressiveness. Assertiveness is the effort a person makes to influence or control the thoughts or actions of others. Expressiveness is the effort that a person makes to control his or her emotions and feelings when relating to others.

### How it Works

Each *StylePlay* card displays an adjective describing a characteristic that people usually demonstrate in daily interactions. Participants can take part in 12 different card games - or the facilitator can create a new game with the *StylePlay* cards. Each of the games allows participants to identify preferred styles - either their own, those of other participants, or those of famous people.

*StylePlay - 12 Group Card Games* can be used alone, in combination with any *Style Series* title, and with other training products. The Facilitator Guide features a brief overview of the Style Theory that is the basis of the games and the other *Style Series* instruments. In addition, Debriefing Questions and Key Learning Points are provided to help facilitators draw significance and participants to gain deeper insights.

**Uses for StylePlay**

Provide stand-alone activities such as ice breakers and energizers

Incorporate into a learning experience on teamwork, leadership, or communication

Include as an introduction or follow-up to *What's My Style?* and all the other *Style Series* titles

**What to Order**

For 8-12 participants, order one Complete Game, which includes a Facilitator Guide. For additional players, order an Extra Card Deck.

Complete Game includes:

2 reusable decks of 48 cards each

Sturdy game case

Facilitator Guide (featuring an overview of Style Theory, instructions for conducting 12 group games, administrative guidelines, Debriefing Questions, and Key Learning Points)



## 18. TALL SHIPS

The Seven C's of Effective Team Performance are realistically demonstrated in HRDQ's Tall Ships simulation game. Develop high-performing teams and increase overall success by focusing on improving in these seven critical areas. *Tall Ships* is a highly engaging experiential exercise—a learning game—that challenges teams to race against the clock (and other teams) to build the tallest ship mast at the lowest cost. Players not only learn the skills behind the seven factors that research demonstrates are most critical to effective team performance; they actually practice them, too.

In shorthand, those factors are the 7 C's: *Clarity, Capability, Collaboration, Commitment, Communication, Continuous Improvement, and Creativity.*

### Learning Outcomes

- Learn and practice the seven factors critical to effective teamwork
- Explore strategies to improve team performance
- Identify and apply actions to real-life team situations

### Free Downloads – Ask us for

Theoretical Background

Article | Designing Experiential Learning

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Teams representing imaginary companies have been selected by The Seven Seas Company to bid on a lucrative contract for designing and building a tall ship. But in order for any team to be awarded the winning bid, they must first demonstrate that they can successfully embody the “Seven C's” upon which The Seven Seas Company is founded: *Clarity, Capability, Collaboration, Commitment, Communication, Continuous Improvement, and Creativity.*

Three game rounds reveal the team dynamics that impact team effectiveness. In Round 1, teams are asked to assemble the tallest ship mast possible in the least amount of time.

Lessons learned from this round are discussed and applied to the Seven C's model. Round 2 challenges teams to rethink their strategy and build yet a taller mast in the same amount of time, but at the lowest cost. Following a team performance assessment and debrief, teams make one last attempt at the task, assembling the mast according to new specifications and requirements. Finally, an action-planning phase provides teams and team members with an opportunity to improve their performance



## 19. THE RAINFOREST GAME

Working within teams is challenging enough. But what happens when cross-functional or virtual teams are asked to collaborate with one another? The “us vs. them” mentality doesn’t work. The Rainforest Game is a hands-on game that allows teams to experience the challenge of working across boundaries – and what it means to work better together. Working in teams can be a challenging and rewarding experience - but what happens when different teams are asked to collaborate? Often, teams that view one another as competitors have an “us vs. them” mentality that can make it difficult to get the job done together. How can teams cross their organizational and mental boundaries to share resources, ideas, and success?

*The Rainforest Game* is an insightful hands-on exercise designed to provide individuals and teams with a realistic experience of collaboration across both internal and external boundaries - and of the challenges they are likely to encounter in the process.

Separated into groups, participants in *The Rainforest Game* must work across group boundaries to attain their goal. In the process, they’ll build an awareness of the importance of cooperation, the challenges inherent in inter-team communication, and the significance of creating and sustaining effective partnerships.

### The Scenario

Your organization has joined a worldwide consortium of environmentally-sensitive organizations meeting to discuss its latest cause - the future of the rainforests. In addition, you’re sponsoring one of the rainforest's many endangered species. As part of this initiative, your team has been asked to design a picture that can be used for marketing and fundraising materials. But you can't do it alone. This task requires you to work with other member organizations to complete the picture. Can you work across both internal and external boundaries to make a difference?

### Learning Outcomes

Learn how to collaborate effectively within and across groups

Recognize and work together across geographical, organizational, and other boundaries

Break down communication barriers to find creative solutions to complex problems  
Examine assumptions about how individuals and groups work together  
Learn the four skills for working across boundaries: Reaching Out, Sharing Information, Exploring Alternatives, and Making It Happen.

### **Theory**

Ron Ashkenas's *The Boundaryless Organization* (1995) provides the theoretical basis for *The Rainforest Game*. He examined how working relationships function across internal boundaries (for example, between departments, disciplines, functions, or distant offices) and external boundaries (groups outside your organization such as customers, partners, and regulatory organizations). He found that organizations that worked effectively across these boundaries were more efficient, more dynamic, and more able to innovate and to respond quickly to change. Ashkenas and his partners identified four skills that successful companies used to bridge boundaries: Reaching Out, Sharing Information, Exploring Alternatives, and Making It Happen.

These four interconnected skills are the keys to effective inter-team collaboration. *The Rainforest Game* is designed to allow participants to discover and flex these skills and watch as they get immediate results.

Ask us for Theoretical Background

### **How It Works**

Small teams representing the member organizations of the consortium are challenged to complete the rainforest initiative's poster, which arrives in the form of a five-foot-long puzzle. Each organization has chosen to sponsor a specific endangered species, so each team has pieces of the overall picture as well as its sponsored animal. But because no one team has all the pieces, they must be able to work collaboratively in order to successfully complete the task at hand.

Following the activity, participants consider their experience in the context of their real-life workplaces. A debriefing session allows learners to discuss the four critical skills needed to work effectively across boundaries and challenges them to think of ways to apply these skills once they're back on the job.

### **Uses for *The Rainforest Game***

Perfect as a stand-alone learning experience or as part of a larger training initiative, *The Rainforest Game* is highly adaptable and flexible. Depending on their organizations' needs, trainers can customize *The Rainforest Game* to focus on specific skill sets, including:

- leadership
- communication
- problem solving
- innovation
- teamwork

## **What to Order/Product Contents**

Each Complete Game includes materials to train five teams of 3-5 participants simultaneously. For smaller groups, it is possible to play with four teams of 3 participants. (It is also possible to run multiple games at the same time; for more participants, order the Extra Game Pack.) All parts except for the Participant Guides and stickers are reusable.

## **Product Type**

Game

## **Objective**

To learn the importance of team collaboration and communication

## **Time Required**

1 ½ - 2 hours

## **About the author**

**Amy Judith Tananbaum, MBA, MS** is the principal of Results by Design. She has a Masters of Science degree in Social Psychology from the London School of Economics and Political Science, an MBA from Boston University, and a BA in Psychology from the University of Pennsylvania. Her areas of expertise include instructional design, facilitation, consulting, and coaching.





## 20. THE VALUES EDGE SYSTEM

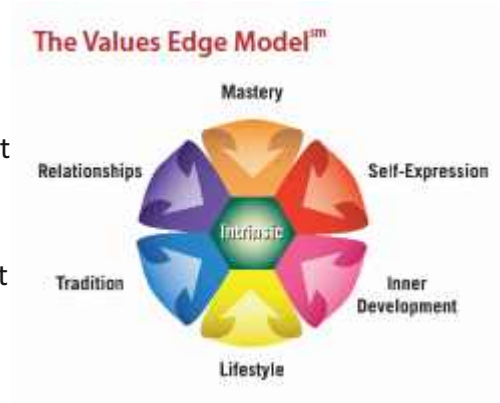
The Values Edge System: An Exercise in Personal and Team Discovery is a powerful training tool that clarifies personal values, enhances relationships, strengthens team performance, renews organizational culture, and inspires innovation. Based on more than 20 years of experiential research, this training exercise makes making sense of values simple by putting them on the table, literally.

Exploring personal values is more than inner discovery and understanding what makes people tick. In a world that's in a constant state of flux, values are what remain steadfast and true. They're the driving force behind personal action and a beacon of focus in turbulent times. Successful organizations recognize the business case for value clarity, and they know that connecting personal values to organizational strategy is the vital link to employee engagement, commitment, a healthy culture - and a competitive advantage.

Based on more than 20 years of experiential research, authors Dr. Cynthia Scott and Dr. Dennis Jaffe developed *The Values Edge System: An Exercise in Personal and Team Discovery*, a powerful training tool that clarifies personal values, enhances relationships, strengthens team performance, renews organizational culture, and inspires innovation. It makes making sense of values simple by putting them on the table, literally.

*The Values Edge System* is an excellent catalyst for gaining personal insight, coaching individuals, sparking employee engagement, improving teamwork, and aligning culture. Use it with anyone in your organization, from frontline employees to executive management team members - and everyone in between.

Personal and team discovery sessions simply and effectively bring values to the surface. Participants create a hierarchy of their individual value system using pyramid tents, stickers, and cards that represent both intrinsic and instrumental values. What makes these exercises so powerful is that in addition to "seeing" what drives their own actions, individuals get a clear picture of how their values compare to their peers, teams - and even the organization as a whole.



**Here's what the system will do for your organization:**

- Establish a common organizational language
- Inspire innovation and performance
- Improve the results of one-on-one coaching
- Build a career development plan
- Transform organizational culture
- Uncover cultural and strategic differences



## 21. VIZUAL EXPLORER

Developed by the Center for Creative Leadership, Visual Explorer is a powerful training tool designed to encourage collaborative conversations and useful dialogue in a safe learning environment. This innovative game uses a series of diverse images to create a visual vocabulary that helps people to express themselves through the use of metaphors, intuition, and emotion.

Developed by the Center for Creative Leadership, *Visual Explorer* is a powerful training tool that's designed to encourage collaborative conversations and useful dialogue in a safe learning environment. This innovative game uses a series of diverse images to create a visual vocabulary that helps people to express themselves through the use of metaphors, intuition, and emotion.

Use *Visual Explorer* to:

- Create healthy dialogue between team members
- Bring organizational issues to the surface
- Encourage creativity and innovative thinking
- Develop ideas into concepts
- Build group consensus and agreement

Grounded in research and practice, *Visual Explorer* can be used in a wide variety of settings, including team building, communication training, and leadership development.

**Product Type**

Game

**Time Required**

Approximately one hour

The Kit includes three decks of reusable cards and a Facilitator Guide that provides step-by-step guidelines, case history applications, worksheets, and helpful tips for administering a meaningful training session.



## 22. VISUALSSPEAK

VisualsSpeak is an effective communication and team training game for management development training. Visual communication tools and images surface team differences, improve group and team interaction, establish rapport, and encourage dialogue.

*VisualsSpeak* is an effective communication and team game for management development training. Visual communication tools and images surface team differences, improve group and team interaction, establish rapport, and encourage dialogue.

Open your eyes to a new way of improving communication. *VisualsSpeak* is a training game that uses the power of visual communication to create energy, excitement, and a sense of connection in your training classroom. The activities are fun and engaging, but the learning experience is rich and most likely more powerful than anything you've experienced as a trainer. Flexible, customizable, and reusable, *VisualsSpeak* can be easily incorporated into any training curriculum, including team building, coaching, strategic planning, conflict resolution, and more.

The *VisualsSpeak* process is powerful, yet easy to use. First you ask a framing question, such as "What kind of place do we want this organization to be?" Each participant answers the question by choosing images, arranging them on a background sheet. After 5 minutes, participants describe the images and their meanings. You will find that some participants' response range from literal descriptions to metaphoric meanings. Some will choose to describe individual images; others will find meaning in the collection as a whole. Then you discuss the group's responses and note connections, patterns, similarities. Together, you unlock insights it would have taken months to uncover with conventional methods. Conversations become meaningful and productive. Decisions become clear. Although the activity itself may take up to 15 minutes, the resulting dialogue and learning experience may last much longer. See the "Uses for the Game" section for ideas and suggestions.

### Free Resources:

The Power of Visual Communication: Free webinar with author Christine Martell

As seen at Training Media Review: “*VisualsSpeak* is a good investment and highly recommended!”

### **Learning Outcomes**

Bring individual and group differences to the surface

Enable people to see a different perspective

Generate new ideas

Build consensus Improve team alignment

### **Theory and Development**

Studies show that learning accelerates and deepens when the whole brain is engaged. *VisualsSpeak* is a tool that builds a bridge between the right and left sides of our brains, making learning faster, more interesting and more effective, providing users with a richer set of data from which to base critical decisions. With a wider range of information, participants see their strengths and priorities more clearly, inspiring them to lead more masterful lives. *VisualsSpeak* uses the power of images to identify beliefs deeply rooted in the mind. Memories and associations that emerge through images are often quite different from those stimulated through verbal interviews. Participants can go beyond the rational part of their minds and tap into a more intuitive part of themselves. All aspects of the psyche, the conscious and unconscious, the emotional and the intellectual, can be brought forward. Both the images and the process are extensively tested. The images were whittled down from 20,000 to 200 through two years of testing with live teams.

### **Uses for the Game**

The *VisualsSpeak* approach can be used to address a wide range of issues, both at the individual and organizational levels. While the activity itself can be run in as little as 15 minutes, the resulting dialogue can last much longer. *VisualsSpeak* is flexible. It can be used as an ice breaker, an activity, a component of a larger training curriculum, or a full-day program.

### **Team Building**

*VisualsSpeak* fosters deeper understanding among team members, closely aligning teams in a common direction.

For example, one way to use *VisualsSpeak* is to have each individual assemble a set of images showing “what they bring to the team.” This helps to identify the strengths of each team member, while uncovering the overall strengths and weaknesses of your team.

### ***Strategic Visioning and Goal-Setting***

*VisualsSpeak* enables teams to create a more compelling strategic vision than is possible by simply writing a vision statement. For example, asking your team to work as a group in response to the question, “What’s the vision for your group over the next two years?” not only reveals your team goals, but also the core values needed to inspire your team to action.

### ***Conflict Resolution***

*VisualsSpeak* helps to mediate conflicts and address specific organizational challenges such as team rifts, low employee morale and conflicts between two or more people. For example, by asking a team experiencing poor employee morale to build separate collages that “paint a picture of a supportive work environment,” your organization can clearly identify the ideal work environment employees envision and then make the changes needed to bring about that environment. Career and Life Coaching *VisualsSpeak* provides a valuable tool for individuals who want to pursue their true career or life passion. By asking an individual to create a picture showing “what the present looks like” on one side of the page, and “what is desired in the future” on the other side, *VisualsSpeak* can unlock deep truths that would otherwise remain hidden.

This information is revealed to individuals in a fun, non-threatening way, helping them to form future goals that resonate more clearly with their true inner desires.

### ***Intercultural Communications and Diversity***

*VisualsSpeak* promotes diversity and helps to foster greater intercultural awareness. For example, asking members of a team to work individually to select and arrange images in response to the question, “Who are you?” exposes the commonalities and differences between team members. It also demonstrates the core values that exist within different cultures.

### ***How It Works***

The *VisualsSpeak* process is powerful, yet easy to use. First you ask a framing question, such as “What kind of place do we want this organization to be?” Each participant answers the question by choosing images, arranging them on a background sheet. After 5 minutes, participants describe the images and their meanings. You will find that some participants’ response range from literal descriptions to metaphoric meanings. Some will choose to describe individual images; others will find meaning in the collection as a whole. Then you discuss the group’s responses and note connections, patterns, similarities. Together, you unlock insights it would have taken months to uncover with conventional methods. Conversations become meaningful and productive. Decisions become clear. Although the activity itself may take up to 15 minutes, the resulting dialogue and learning experience may last much longer.



## What to Order

The *VisualsSpeak* Complete Kit includes enough materials for up to 30 people. If you are training larger groups, or need to pose more complex framing questions, additional kits are available for purchase at a discount. Each *VisualsSpeak* Complete Kit includes: Comprehensive User Manual; 200 evocative, custom photographs; and a sturdy tote bag.

Product Type - Game

Time Required - From 15 minutes

Author - Christine Martell

Total Items: 2



## 23. WHAT WOULD YOU DO?

Explore the concepts of teamwork and ethical decision making with What Would You Do?, an interactive game that uses eight moral dilemmas to teach these concepts and illustrate the impact that one's decisions have on teams and the organization.

*What Would You Do?* is a management development training game on ethical and moral decision making. The training simulation uses dilemma scenarios to teach the concept of decision making and illustrate the impact unethical decisions can have on teams and organizations.

In today's fast-paced, turbulent world, the pressure to succeed is on the rise. And when society around us focuses more on reaching an end result than the way the goal is achieved, the urge to be less than honest can sometimes fall into the mix. Watching others cheat or behave unethically can have a negative impact on groups, teams, and organizations.

*What Would You Do?* is an interactive game that teaches the benefits of acting ethically in the business world. It is an excellent teaching method because individuals get to experience the consequences their decisions and actions can have on teams and the organization.

The game presents eight decision-making scenarios that force participants to make difficult ethical decisions. Players have to decide whether to take a collaborative or competitive strategy, and each challenge increases in difficulty.

### **Learning Outcomes**

Explore the opposing but related concepts of collaboration and competition

Learn how to make better choices under pressure

Understand the importance of trust - and how it can be lost

Show individuals what it takes to work in a partnership to achieve the best results

### **How It Works**

*What Would You Do?* contains eight decision-making scenarios. For each scenario, players have to decide whether to take a collaborative or competitive road, scoring points for each of several rounds. Points are based on how an individual's choice compares with those of the other players in the group. At the end of the game, players compare their decisions with the other players.

The first scenario mirrors the original Prisoner's Dilemma - two prisoners are captured and brought in for questioning. Each has to decide whether to collaborate (which results in a lighter sentence) or save their own skin (which results in no punishment for one prisoner, and a heavy sentence for the other). Each of the next seven scenarios introduces additional problems that turn up the heat and force the participants to make increasingly difficult ethical decisions.

The Facilitator Guide contains everything needed to introduce and administer the game, including background information about the Prisoner's Dilemma, an overview of the game, facilitator processing notes, debriefing questions, and suggested learning exercises. The Participant Workbook contains the eight decision-making scenarios, and includes scoring and response charts, a score sheet, and discussion and learning application pages.

**What to Order***Initial Rollout*

You will need to order a Facilitator Guide per trainer, plus one Participant Workbook for each individual learner. Purchasing all of the participant materials you need at one time may qualify you for quantity discounts that can save you money and simplify ordering.

*Ongoing Training*

Each time you administer the simulation, you will need to order a new Participant Workbook for each individual. Quantity discounts begin at 50 units per order. Facilitator Guides are also available for individual purchase if you have additional trainers or require a new copy.

**Related Products**

Participative Management Profile  
Problem Solving Style Inventory  
Decision-Making Style Inventory

**Product Type**

Game

**Time Required**

3 hours

**Author**

Lorraine L. Ukens



## 24. BEYOND THE VALLEY OF THE KINGS

An urban redevelopment group climbs into the basket of a hot-air balloon, excited to get an aerial view of Egypt's Valley of the Kings. Liftoff is smooth, but about an hour into the flight, the balloon suddenly lurches and plummets to the ground. After a bone-crushing landing, the dazed group members find their pilot lying motionless. Stranded in the desert, the group must pull together to care for him and survive the harsh Sahara desert. Part of the HRDQ Team Adventure Series, *Beyond the Valley of the Kings* introduces the concept of synergy and helps team members to develop vital group-process skills such as decision making and interpersonal communication.

There's one reason why training simulations are a popular choice for team development training. They work. That's because they're an effective way to introduce the concept of synergy and help team members quickly develop vital group-process skills such as consensus decision making, problem solving, communication, and conflict resolution in a nonthreatening learning environment.

Each adventure simulation in HRDQ's *Team Adventure Series* starts with a suspense-filled scenario that challenges teams to work together to escape danger with only limited resources - and each other. While most people can rest assured knowing they'll never encounter these survival situations, they do experience the similar feelings of stress and conflict that accompany everyday organizational life.

### **The Beyond the Valley of the Kings Scenario**

In the early morning hours, an urban redevelopment group climbs into the basket of a hot-air balloon. None of them have ever been up in a balloon before, and they are excited to get an aerial view of Egypt's Valley of the Kings. Liftoff is smooth, but about an hour into the flight, the balloon suddenly lurches and plummets to the ground. After a bone-crushing

landing, the basket finally comes to rest and the dazed group members find their pilot lying motionless. Stranded in the desert, the group must pull together to care for the pilot and survive the elements of the Sahara.

### **Learning Outcomes**

- Hone group problem-solving skills using a five-step process
- Learn how groups make decisions
- Discover the adva



## 25. BLACK BEAR

On an early-morning hike in the Great Smoky Mountains, a group surprises a mother black bear - with near-fatal results. Their scout leader is quickly attacked and left lying on the ground, unconscious and bleeding steadily from deep lacerations. Now the team must work together to make critical decisions and find the best way to rescue their scout leader. Part of the HRDQ Team Adventure Series, Black Bear introduces the concept of synergy and helps team members to develop vital group-process skills. There's one reason why training simulations are a popular choice for team development training. They work. That's because they're an effective way to introduce the concept of synergy and help team members quickly develop vital group-process skills such as consensus decision making, problem solving, communication, and conflict resolution in a nonthreatening learning environment.

Each adventure simulation in HRDQ's *Team Adventure Series* starts with a suspense-filled scenario that challenges teams to work together to escape danger with only limited resources - and each other. While most people can rest assured knowing they'll never encounter these survival situations, they do experience the similar feelings of stress and conflict that accompany everyday organizational life.

### **The *Black Bear* Scenario**

On an early-morning hike in the Great Smoky Mountains, a group surprises a mother black bear - with near-fatal results. Their scout leader is quickly attacked and he is left lying on the ground, unconscious and bleeding steadily from deep lacerations. Now the group must work together to make vital strategy decisions and find the most effective way to rescue their scout leader.

### **Learning Outcomes**

Learn seven behaviors of effective consensus decision making  
Hone group problem-solving skills  
Practice a model for consensus decision making

Learn how to work as a team under pressure

Experience the concept of team synergy

*Black Bear* is an excellent training tool for any team, especially those that must make critical decisions or thrive in a high-pressure environment.

Following the introduction of the survival scenario, participants are challenged to rank five strategy alternatives and ten backpack items - first as individuals and then a second time as a team. Teams compare their Team Scores to the Best Individual Score to determine if synergy was achieved. The exercise also includes an introduction to the concept of team synergy and the importance of consensus decision making under pressure.

The *Black Bear* Facilitator Guide includes everything trainers need to lead a two-hour classroom training workshop, from comprehensive background information and expert rationale, to action planning, a Microsoft PowerPoint presentation, and sample participant materials.

### **Uses and Applications**

*Black Bear* can be used as a standalone training instrument or incorporated into a more comprehensive program on teambuilding. It's also effective as a component for problem-solving and decision-making training programs. Use the survival simulation to:

Illustrate the concept of team synergy.

"Break the ice" among new or conflicted teams.

Give teams a nonthreatening opportunity to work together.

Help teams practice consensus decision making.

Improve active listening, probing, and confronting behaviors in a realistic setting.

Train team leaders in team facilitation skills.

Open or close a learning session.

Introduce an organizational change.

Interject a fun activity into an otherwise serious agenda.

Supplement outdoor experiential learning.





## 26. CAVE WITHOUT A NAME

It starts innocently enough. A group of tourists descends deep into the unexplored territory of a cave near the Guadalupe River in Texas. But suddenly, they hear a loud “shoof!” sound and before they can react, the caverns are consumed by a rush of water that fills the cave. The lights go dark and now the group huddles in terror as they realize they’re trapped with no obvious way out. Part of the HRDQ Team Adventure Series, *Cave Without a Name* introduces the concept of synergy and helps team members to develop vital group-process skills such as decision making and interpersonal communication.

There's one reason why training simulations are a popular choice for team development training. They work. That's because they're an effective way to introduce the concept of synergy and help team members quickly develop vital group-process skills such as consensus decision making, problem solving, communication, and conflict resolution in a nonthreatening learning environment.

Each adventure simulation in HRDQ's *Team Adventure Series* starts with a suspense-filled scenario that challenges teams to work together to escape danger with only limited resources - and each other. While most people can rest assured knowing they'll never encounter these survival situations, they do experience the similar feelings of stress and conflict that accompany everyday organizational life.

### **The *Cave Without a Name* Scenario**

It started innocently enough. A group of tourists enters a living cave near the Guadalupe River in Texas. Amazed by the fascinating rock formations and mysterious passageways, the group descends deep into unexplored territory when suddenly, they hear a loud sound. "Shoof!" Before they can react, the caverns are consumed by a rush of water that begins to steal the air. The lights go dark, and now the group huddles in terror as they realize they're trapped with no obvious way out.

### **Learning Outcomes**

Hone group problem-solving skills using a five-step process

Understand the four critical group maintenance skills

Learn how groups make decisions

Discover the advantages of consensus decision making

Understand four techniques to improve communication

Learn the three elements of synergy

*Cave Without a Name* is an excellent training tool for any team, especially those that need to make group decisions on a regular basis.

Following the introduction of the survival scenario, participants are challenged to rank four immediate response alternatives and ten daypack items - first as individuals and then a second time as a team. Participants compare their Team Scores to the Best Individual Score and expert rationale to determine if synergy was achieved.

The two-hour workshop explores the concept of synergy and helps teams to develop vital group-process skills such as decision making and interpersonal communication. The exercise also includes an introduction to three elements of synergy, a five-step problem-solving technique, four critical group maintenance skills, and the importance of consensus decision making.

The *Cave Without a Name* Facilitator Guide includes everything trainers need to lead the simulation and classroom training workshop, from comprehensive background information and expert rationale to a step-by-step workshop outline, expert rationale, alternative training designs, and a Microsoft PowerPoint presentation.

### **Uses and Applications**

*Cave Without a Name* can be used as a standalone training instrument or incorporated into a more comprehensive program on teambuilding. It's also effective as a component for problem-solving, decision-making, and interpersonal skills training programs. Use the survival simulation to:

Illustrate the concept of team synergy.

"Break the ice" among new or conflicted teams.

Give teams a nonthreatening opportunity to work together.

Help teams practice consensus decision making.

Improve active listening, probing, and confronting behaviors in a realistic setting.

Train team leaders in team facilitation skills.

Open or close a learning session.

Introduce an organizational change.

Interject a fun activity into an otherwise serious agenda.

Supplement outdoor experiential learning.



## 27. MAROONED

Enjoying a daytime excursion while on a cruise in the South Pacific, a group of passengers sets out to explore a coral island. It doesn't take long before they discover a long stretch of inviting sand. So they decide to take a break - and they drift off to sleep. Two hours later, they awake just in time to see their cruise ship sail into the horizon. Stranded with only limited supplies, the group is left to draft a survival plan. Part of the HRDQ Team Adventure Series, *Marooned* introduces the concept of synergy and helps team members to develop vital group-process skills such as decision making and problem solving.

There's one reason why training simulations are a popular choice for team development training. They work. That's because they're an effective way to introduce the concept of synergy and help team members quickly develop vital group-process skills such as consensus decision making, problem solving, communication, and conflict resolution in a nonthreatening learning environment.

Each adventure simulation in HRDQ's *Team Adventure Series* starts with a suspense-filled scenario that challenges teams to work together to escape danger with only limited resources - and each other. While most people can rest assured knowing they'll never encounter these survival situations, they do experience the similar feelings of stress and conflict that accompany everyday organizational life.

### **The *Marooned* Scenario**

Enjoying a daytime excursion while on a cruise in the South Pacific, a group of passengers sets out to explore a coral island and walk off their lunch. It doesn't take long before they discover a long stretch of undisturbed, inviting sand. So they decide to take a break - and they drift off to sleep. Two hours later, they awake just in time to see their cruise ship sail into the horizon. They're stranded! With only the possessions they were carrying and the clothes on their backs, the group is left to draft a survival plan.

### **Learning Outcomes**

Develop group problem-solving skills using a five-step process

Understand the critical interpersonal skills

Learn how groups make decisions

Discover the advantages of consensus decision making

Learn the three elements of synergy

*Marooned* is an excellent training tool for any team, and it's particularly effective as an exercise for newly formed teams, groups that have been assigned to a new project, or an icebreaker game.

Following the introduction of the survival scenario, participants are challenged to rank four immediate response alternatives and ten daypack items - first as individuals and then a second time as a team. Participants compare their Team Scores to the Best Individual Score and expert rationale to determine if synergy was achieved.

The two-hour workshop explores the concept of synergy and helps teams to develop vital group-process skills such as decision making and interpersonal communication. The exercise also includes an introduction to three elements of synergy, a five-step problem-solving technique, four critical group maintenance skills, and the importance of consensus decision making.

The *Marooned* Facilitator Guide includes everything trainers need to lead the simulation and classroom training workshop, from comprehensive background information and expert rationale to a step-by-step workshop outline, expert rationale, alternative training designs, and a Microsoft PowerPoint presentation.

### **Uses and Applications**

*Marooned* can be used as a standalone training instrument or incorporated into a more comprehensive program on teambuilding. It's also effective as a component for problem-solving, decision-making, and employee development training programs. Use the survival simulation to:

Illustrate the concept of team synergy.

"Break the ice" among new or conflicted teams.

Give teams a nonthreatening opportunity to work together.

Help teams practice consensus decision making.

Improve active listening, probing, and confronting behaviors in a realistic setting.

Train team leaders in team facilitation skills.

Open or close a learning session.

Introduce an organizational change.

Interject a fun activity into an otherwise serious agenda.

Supplement outdoor experiential learning.



## 28. OUTBACK

A group of friends decides to take a hike in the Australian outback - without a guide. They're confident at first, but soon every tree, shrub, and patch of ground begins to look the same. Panic sets in as they lose sight of the trail and realize they're lost in the wild Australian bush. Knowing it could be days before they're found, the group must find a way to survive the elements with only limited supplies and the clothes on their backs. Part of the HRDQ Team Adventure Series, Outback introduces the concept of synergy and helps team members to develop vital group-process skills such as decision making and conflict resolution.

There's one reason why training simulations are a popular choice for team development training. They work. That's because they're an effective way to introduce the concept of synergy and help team members quickly develop vital group-process skills such as consensus decision making, problem solving, communication, and conflict resolution in a nonthreatening learning environment.

Each adventure simulation in HRDQ's *Team Adventure Series* starts with a suspense-filled scenario that challenges teams to work together to escape danger with only limited resources - and each other. While most people can rest assured knowing they'll never encounter these survival situations, they do experience the similar feelings of stress and conflict that accompany everyday organizational life.

### **The Outback Scenario**

One morning a group of friends decide to take a daring hike in the Australian outback - without a guide. They follow a herd of wild ponies, but before they know it, the sight of any recognizable trail is lost. Every tree, shrub, and patch of ground suddenly looks exactly the same, and now they're officially lost in the Australian bush. A rush of panic strikes the group as they realize it might be days before they're found. Dressed in khakis, t-shirts, hats, and hiking boots, they must find a way to survive the elements with only limited daypack supplies and the clothes on their backs.

### **Learning Outcomes**

Hone group problem-solving skills using a five-step process

Learn techniques for team conflict resolution

Understand four techniques to improve communication

Discover the advantages of consensus decision making

Learn the three elements of synergy

*Outback* is an excellent training tool for any team, especially those in the midst of problem solving or conflict.

Following the introduction of the survival scenario, participants are challenged to rank four immediate response alternatives and ten daypack items - first as individuals and then a second time as a team. Participants compare their Team Scores to the Best Individual Score and expert rationale to determine if synergy was achieved.

The two-hour workshop explores the concept of synergy and helps teams to develop vital group-process skills such as decision making and interpersonal communication. The exercise also includes an introduction to three elements of synergy, a five-step problem-solving technique, four critical group maintenance skills, and the importance of consensus decision making.

The *Outback* Facilitator Guide includes everything trainers need to lead the simulation and classroom training workshop, from comprehensive background information and expert rationale to a step-by-step workshop outline, expert rationale, alternative training designs, and a Microsoft PowerPoint presentation.

### **Uses and Applications**

*Outback* can be used as a standalone training instrument or incorporated into a more comprehensive program on teambuilding. It's also effective as a component for problem-solving and decision-making training programs. Use the survival simulation to:

Illustrate the concept of team synergy.

"Break the ice" among new or conflicted teams.

Give teams a nonthreatening opportunity to work together.

Help teams practice consensus decision making.

Improve active listening, probing, and confronting behaviors in a realistic setting.

Train team leaders in team facilitation skills.

Open or close a learning session.

Introduce an organizational change.

Interject a fun activity into an otherwise serious agenda.

Supplement outdoor experiential learning.





## 29. SWAMPED

Deep in the wilds of Northern Minnesota, a group of friends enjoys a serene paddle across a scenic lake. But on the second day of the trip, the weather turns stormy and dangerous. And before they can reach the shore, a strong wind gust flips their canoes upside down. As the group watches their supplies disappear, they scramble to survive with only ten salvaged items. Part of the HRDQ Team Adventure Series, *Swamped* introduces the concept of synergy and helps team members to develop vital group-process skills such as problem solving and decision making.

There's one reason why training simulations are a popular choice for team development training. They work. That's because they're an effective way to introduce the concept of synergy and help team members quickly develop vital group-process skills such as consensus decision making, problem solving, communication, and conflict resolution in a nonthreatening learning environment.

Each adventure simulation in HRDQ's *Team Adventure Series* starts with a suspense-filled scenario that challenges teams to work together to escape danger with only limited resources - and each other. While most people can rest assured knowing they'll never encounter these survival situations, they do experience the similar feelings of stress and conflict that accompany everyday organizational life.

### **The *Swamped* Scenario**

Deep in the wilds of Northern Minnesota, a group of friends enjoys a serene paddle across a scenic lake. But on the second day of the trip, the weather turns stormy and dangerous. And before they can reach the shore, a strong wind gusts flips their canoes upside down. Everything - and everyone - is dumped into the water. Some items sink and others float away, including the paddles. With only ten salvaged items, the group must work together as



they struggle to survive on the deserted shores of Lake McEwen.

### **Learning Outcomes**

Hone group problem-solving skills using a five-step process

Learn how to manage and resolve group conflict

Understand four techniques to improve communication

Discover the advantages of consensus decision making

Experience the concept of synergy

*Swamped* is an excellent training tool for any team, especially those in the midst of conflict or groups that struggle with effective problem-solving skills.

Following the introduction of the survival scenario, participants are challenged to rank ten rescued items - first as individuals and then a second time as a team. Teams compare their Team Scores to the Best Individual Score to determine if synergy was achieved. The exercise also includes an introduction to the concept of team synergy, a five-step problem-solving technique, four group-maintenance skills, and the importance of consensus decision making.

The *Swamped* Facilitator Guide includes everything trainers need to lead a two-hour classroom training workshop, from comprehensive background information and expert rationale, to action planning, a Microsoft PowerPoint presentation, and sample participant materials.

### **Uses and Applications**

*Swamped* can be used as a standalone training instrument or incorporated into a more comprehensive program on teambuilding. It's also effective as a component for problem solving and decision-making training programs. Use the survival simulation to:

Illustrate the concept of team synergy.

"Break the ice" among new or conflicted teams.

Give teams a nonthreatening opportunity to work together.

Help teams practice consensus decision making.

Improve active listening, probing, and confronting behaviors in a realistic setting.

Train team leaders in team facilitation skills.

Open or close a learning session.

Introduce an organizational change.

Interject a fun activity into an otherwise serious agenda.

Supplement outdoor experiential learning.



### 30. VACATION IN THE KEYS

Disaster strikes a group of friends on a charter trip to the Florida Keys when their sport-fishing boat suddenly explodes. In the blink of an eye, everyone - and everything - is thrown overboard. Fortunately, everyone is able to swim to shore and their injuries are relatively minor. Rescue efforts could take as long as a week, so the group must work together to survive using only the supplies they pulled from the water. Part of the HRDQ Team Adventure Series, *Vacation in the Keys* introduces the concept of synergy and helps team members to develop vital group-process skills such as decision making and interpersonal communication.

Following the introduction of the survival scenario, participants are challenged to rank 15 salvaged items - first as individuals and then a second time as a team. Participants compare their Team Scores to the Best Individual Score and expert rationale to determine if synergy was achieved.

The two-hour workshop explores the concept of synergy and helps teams to develop vital group-process skills such as decision making and problem solving. The exercise also includes an introduction to three elements of synergy, a five-step problem-solving technique, four critical group maintenance skills, and the importance of consensus decision making.

The *Vacation in the Keys* Facilitator Guide includes everything trainers need to lead the simulation and classroom training workshop, from comprehensive background information and expert rationale to a step-by-step workshop outline, expert rationale, alternative training designs, and a Microsoft PowerPoint presentation.

### *Uses and Applications*

*Vacation in the Keys* can be used as a standalone training instrument or incorporated into a more comprehensive program on teambuilding. It's also effective as a component for problem-solving, decision-making, and interpersonal skills training programs. Use the survival simulation to:

- Illustrate the concept of team synergy.
- "Break the ice" among new or conflicted teams.
- Give teams a nonthreatening opportunity to work together.
- Help teams practice consensus decision making.
- Improve active listening, probing, and confronting behaviors in a realistic setting.
- Train team leaders in team facilitation skills.
- Open or close a learning session.
- Introduce an organizational change.
- Interject a fun activity into an otherwise serious agenda.
- Supplement outdoor experiential learning.



### 31. WHITEOUT

On a dog-sledding trip across the Alaskan tundra, a dysfunctional work group sets off on a team-building adventure of a lifetime. But unexpectedly, they encounter a blizzard that leaves them stranded in the wild. And then disaster strikes. One of the sleds - including the driver and guide - crashes through the ice into the frigid water. Now it's up to the team to put aside their differences and work together to save the injured and rescue themselves with only limited resources and supplies. Part of the HRDQ Team Adventure Series, *Whiteout* introduces the concept of synergy and helps team members to develop vital group-process skills such as decision making and conflict resolution.

There's one reason why training simulations are a popular choice for team development training. They work. That's because they're an effective way to introduce the concept of synergy and help team members quickly develop vital group-process skills such as consensus decision making, problem solving, communication, and conflict resolution in a nonthreatening learning environment.

Each adventure simulation in HRDQ's *Team Adventure Series* starts with a suspense-filled scenario that challenges teams to work together to escape danger with only limited resources - and each other. While most people can rest assured knowing they'll never encounter these survival situations, they do experience the similar feelings of stress and conflict that accompany everyday organizational life.

#### **The *Whiteout* Scenario**

Selected to pilot a new team-building initiative, a work group sets off on a dog-sledding adventure through the wilds of Alaska. While this would normally be an opportunity of a lifetime, the team has been struggling with interpersonal conflicts and frequent disagreements.

The trip starts out bright and beautiful, but unexpectedly, the team encounters a horrendous blizzard. And then disaster strikes. One of the sleds - including the driver, guide, and dogs - crashes through the ice into shoulder-deep water. While the dogs escape unharmed, the driver and guide are left hypothermic and semiconscious. Now it's up to the team to put aside their differences and work together to save the injured and rescue themselves.

### **Learning Outcomes**

- Learn five team skills for managing conflict
- Hone group problem-solving skills using a five-step process
- Understand four techniques to improve communication
- Discover the advantages of consensus decision making
- Experience the three elements of synergy

*Whiteout* is an excellent training tool for any team, especially those in the midst of conflict.

Following the introduction of the survival scenario, participants are challenged to rank 15 salvaged items - first as individuals and then a second time as a team. Participants compare their Team Scores to the Best Individual Score and expert rationale to determine if synergy was achieved.

The two-hour workshop explores the concept of synergy and helps teams to develop vital group-process skills such as decision making and problem solving. The exercise also includes an introduction to three elements of synergy, a five-step problem-solving technique, four critical group maintenance skills, and the importance of consensus decision making.

The *Whiteout* Facilitator Guide includes everything trainers need to lead a two-hour classroom training workshop, from comprehensive background information and expert rationale to a step-by-step workshop outline, expert rationale, optional activity, and a Microsoft PowerPoint presentation.

### **Uses and Applications**

*Whiteout* can be used as a standalone training instrument or incorporated into a more comprehensive program on teambuilding. It's also effective as a component for conflict resolution and decision making training programs. Use the survival simulation to:

- Illustrate the concept of team synergy.
- "Break the ice" among new or conflicted teams.
- Give teams a nonthreatening opportunity to work together.
- Help teams practice consensus decision making.
- Improve active listening, probing, and confronting behaviors in a realistic setting.

- Train team leaders in team facilitation skills.
- Open or close a learning session.
- Introduce an organizational change.
- Interject a fun activity into an otherwise serious agenda.
- Supplement outdoor experiential learning.