

Win Win Win Handout

Goal: Score as many points as you can in the time allowed.

Rules:

1. The activity consists of 5 rounds. Each round lasts for 60 seconds. The facilitator will start and end the round with a verbal signal.
2. During each round, balls may be collected by any member of the team, but one member of the team must stay at the team 'base' at all times.
3. Balls may be collected from the center loop or from ANY other team, but you must only take one ball at a time.
4. After you take a single ball from the center loop or another team, you must return to your base and place the ball in your loop.
5. No one is allowed to obstruct a ball collector in any way. Balls must be accessible to other collectors at all times.
6. ALL balls must be included in score determination.
7. In the event of a dispute, the facilitator's decision is final.
8. Any violation of these rules will result in the team being disqualified for the round and an automatic penalty of -3.

Scoring: Maximize profits by scoring points.

Full House – 3 balls one color, 2 another color	+ 3
Four plus one – 4 of one color, one another	+ 3
Straight – 4 different colored balls	+ 2
Four of a kind – 4 of one color	+ 1
Three of a kind – 3 of one color	-- 1
Small straight – 3 different colored balls	-- 2
Any combination not listed	0

	Round 1	Round 2	Round 3	Round 4
Team 1				
Team 2				
Team 3				
Team 4				
Team 5				

Notes:

At the end of each round, each team will report their score to the facilitator and it will be recorded. Please have one team member from each team bring the balls back to the center loop for the next round.

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WIN WIN WIN

Facilitation Guide

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WIN WIN WIN

Purpose:

This event demonstrates the effects of competition within groups and the power of collaboration. Unless the groups identify a common goal, they will compete against each other and ultimately fail as a group. If the teams all collaborate instead of compete, they will be able to achieve the highest score possible each round (a full house).

Time: 15 Minutes Plus Debrief and Discussion

Props:

5 balls per team (25 balls total), three of one color and two of another (i.e. three blue, two red)—try to have at least a few different colors.

Safety Tips:

- o People will tend to run in the beginning. Warn participants that this is a walking game only. They will run anyway
- o Sometimes people will bend down to take ball from their buckets at the same time and make contact with their heads — especially at the center circle. Simply warn them of the possibility and it reduces the probability if it happening.

Set Up:

1. Split the group into five teams. Feel free to rename the groups to reflect your organization -- administration, sales, operations, IT, etc.
2. Put the large loop in the center of the room and give a smaller loop to each team.
3. Arrange the five teams in a circle around the large loop.
4. Put the balls into the center loop of rope.

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5. Give the teams the Rules and Profit sheet and explain the rules clearly so everyone understands. Answer questions by referring to the Win Win Win Handout.
6. Begin.

Variations:

- o Changing the story to make it more meaningful to the individuals tends to create a better response during the debrief and discussion after the event.
- o If it is possible to run this outside, place the groups 15-20 yards away from each other to make the strategy more difficult and make it more of a running exercise.

Watch for:

- o Safety of the individuals.
- o Cheating. People will keep the balls in their hands during scoring or even during the round. Don't worry about stopping the team, just note it for later and ask the team about it.

Our Suggested Debrief:

1. Ask for observations from the group. What was happening during the exercise?
2. What was the goal of the activity?
3. There were 4 teams, but you all work for the same organizations (in the same department) right? So let's add these scores together.
4. How do you feel about the score for the entire group?
5. How would the CEO/Executive Director (name if possible) feel if these were the real profits for your organization (department, division, etc)?
6. The goal was to maximize profit, so what was the total potential profit?
7. What would happen if you received these results on a continual basis?
8. Why did this happen?

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9. Common goal was missing (this is what they will tell you)
10. Diverse goals brings these kinds of results EVERY time.
11. Do we have a common goal?
12. Where is this happening in our organization right now?
Are there projects right now that would benefit from more collaboration?

Rules:

Be absolutely clear about the rules and answer any questions they may have. If they ask if they can work together, simply tell them that is up to the group and then start the game immediately. DO NOT give them time to strategize.

1. The activity consists of 5 rounds. Each round lasts for 90 seconds. The facilitator will start and end the round with a verbal signal.
2. During each round, balls may be collected by any member of the team, but one member of the team must stay at the team 'base' at all times.
3. Balls may be collected from the center loop or from ANY other team, but you can only collect one ball at a time.
4. After you take a single ball from the center loop or another team, you must return to your base and place the ball in your loop.
5. No one is allowed to obstruct a ball collector in any way. Balls must be accessible to other collectors at all times.
6. ALL balls must be included in score determination.
7. In the event of a dispute, the facilitator's decision is final.
8. Any violation of these rules will result in the team being disqualified for the round and an automatic penalty of -3.

Put the scoring and the table below on a flipchart so everyone can see how points are scored and how many points each team has scored.

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Scoring:

Maximize profits by scoring points.

- Full House – 3 balls one color, 2 another color + 3
- Four plus one – 4 of one color, one another + 3
- Straight – 4 different colored balls + 2
- Four of a kind – 4 of one color + 1
- Three of a kind – 3 of one color -- 1
- Small straight – 3 different colored balls -- 2
- Any combination not listed 0

Be VERY clear about the scoring. ANY other combination besides the ones above is zero.

For example, an enterprising team may get two full houses and think they receive 6 points. NO! That is a different combination that what is above.

	Round 1	Round 2	Round 3	Round 4	Round 5
Team 1					
Team 2					
Team 3					
Team 4					
Team 5					

Notes:

Facilitative Tools:

The key to a good facilitation is to let the group discover the learning that is appropriate. As the facilitator, do not try to manipulate the questioning to get the group to discover what YOU feel is important.

Below are some tools to help you in your questioning to help the group discover it's own learning without manipulating the conversation.

Maintenance Tools:

Throw-Back:

Team Member: "How can we possibly get through this obstacle?"

Facilitator: "If it was possible, what would need to happen?"

Share Observations:

Facilitator: "It is very quiet. What does the silence mean?"

Review Group Agreements:

Facilitator: "Remember the ground rules we discussed as we begin to talk about this event." (If there are any)

Check-In:

If a group is really struggling or people are becoming very frustrated, interrupt the activity and ask: "So what are you doing right now that is working? What is not working?"

Accept/Legitimize/Deal With or Defer:

Create a safe environment for participation by:

1. Responding neutrally to a speaker whose ideas are "out of synch" with others in the group
2. Legitimize his or her contribution
3. Agree together how to move forward

Facilitator:

"You're not convinced we're not getting anywhere? That's OK, you may be right. Would you be willing to hang on for fifteen more minutes and see what happens? Yes? Thanks."

Facilitator:

"The issue you just raised sounds like an important one to you. Can we finish debriefing this event, before we move on to discuss your issue?"

Clarity Tools

When and individual uses: Facilitator Responds:

Universals

All "All?"
Every "Every?"
Never "Never?"

Rules

Should
Shouldn't

"What would happen if...?"
"What causes or prevents...?"
Must?
Can't?

Must
Can't

Non-Specific Verbs

"How specifically?"

Non-Specific Nouns

We
It
"Who specifically?"
"What specifically?"

Quantifiers

Too Much
Too Many
Too Expensive
"Compared to what?"

Statements

I Don't Know
That Is Impossible

Well, if you did know, ...
"If it were possible, what would need to happen?"

Stages of The Learning Cycle

Stage 1: Experience

The experience forms the basis for the rest of the cycle. A structured activity, new game, or community service project can all be good experiences from which to draw learning.

Stage 2: Describe

In this stage, the facilitator asks the participants about their feelings and reactions to the experience. The focus in this stage is on the individuals' feelings and experiences. Ask questions such as:

"How did you feel?"
"What did you do?"

Stage 3: Interpret

In this stage, participants discuss what went on between group members during the exercise. To process individual reactions into collective ideas, good questions to ask include:

"Why do you feel the way you do?"

Stage 4: Generalize

In this stage, the group generalizes from this experience to see how it might be reflected in other areas of their lives. Participants are asked to focus on situations in their personal or work lives that are similar to those in the activity. The task is to identify similarities and state principles that they can apply to other situations. Some ques-

tions that could be asked are:

"What did you learn from the experience?"
"What other similar situations have you experienced?"

Stage 5: Apply

Finally, participants can decide on a course of action for the future. As a facilitator, ask questions such as:

"What do you want to remember from this experience?"

