

Mini Towerz

(1-4 hours, instructor-led workshop)



OVERVIEW

Technical organizations of all types agree: employees need better communication and interpersonal skills, and better ability to work effectively with peers. Modern business dynamics require communication and leadership skills even from the newest individual contributors. Employees at all levels must interact and negotiate effectively with peers, bosses, and customers. And, they must effectively manage real-world politics and competition – both in their own organizations, and between their organization and others in their market space.

One engaging way for them to learn these advanced personal communication skills is in simulation – in activities where they experience how communications actually fit into the process of designing, developing, and

producing a simulated product or output. Through teamwork in a task oriented learning game, they experience all of the complex interpersonal problems of creating shared output.

Mini Towerz is played in one or more groups of 5-7 people, in which each person and each group has key information that is useful to others. Participants must decide whether or not to share it with others in their own “department,” and others in their broader “organization.” Sharing may lead to collaboration, but success is also determined by competition for the best results.

Working in an environment that is both collaborative and competitive, learners communicate and negotiate on behalf of their own teams, as they relate to and compete with others. Between rounds, debrief sessions allow learners a chance to explore what works and what is detrimental. Debriefs can be customized for each group for a variety of issues, including

- The importance of clarifying group goals and objectives
- Approaches for sharing information appropriately in groups
- Balancing collaboration with competition when both forces are at play
- Asking another person for a change in behavior
- The impact of measurement, feedback, and compensation on group output

Mini Towerz surfaces real world lessons about communication, planning and execution, competition and collaboration, and power dynamics, as well as assumptions about scarcity and abundance. Past participants report that it is enjoyable and highly engaging, and it raises issues that would otherwise be difficult to address in a classroom setting, and nearly impossible to process amid the hustle and politics of the real world.



See Mini Towers in Action at:

www.GroupHarmonics.com/HelpDesk/MiniTowerz.htm