

## THE POWER OF COLLABORATION – DESCRIPTION



## 1. Thematic Scope

The game pertains to gaining a broader perspective of the issues associated with the role of competition and collaboration in teamwork and in solving difficult situations. The participant of the experience (game) will become familiar with his/her own styles of responding in a problem situation. The tool is intended for teamwork within organisational units of companies/ teams / departments where problems arise in connection with solving a problem and conflict situation.

## 2. Game Type (individual, group, other)

Work in task teams.

## 3. Learning Objectives

### Knowledge:

Learning the stages of a team problem / conflict solving process.

Learning how to solve difficult situations in collaboration.

### Skills:

Experiencing the stage of the situation based on specific tools indicating the impact of problems on individual's or team functioning.

Conducting the step of prioritizing problems and selecting the key problem to solve.

### Attitude

Influencing the openness to take proactive actions when faced with difficulties and team problems.

## 4. Target Group

6-12 individuals.

## 5. Duration

80 - 90 minutes

## 6. Course of the Game

Stage I. Introduction: distributing instructions and score tables to participants;  
Annex 1.

Stage II. Discussing the rules of the game – Annex 1.

Stage III. Inviting participants to the game (8 rounds) and dividing them into two groups.

Stage IV. Summary of group results.

Stage V. Discussing the concept of collaboration – Annex 2.

Stage VI. Summarizing work with the whole group.

## 7. Scenario

1. We invite the participants to divide into two groups: teams A and B. From that moment on, the teams will not communicate with one another, they cannot agree anything, even non-verbally.
2. Presentation of the game objective and rules in accordance with the GAME sheet (see: Annex 1 )
3. OBJECTIVE: In this game, group A will play against group B. The objective of your group is to score the highest number of positive points.
4. STAGES: the game consists of 6 stages. The group must select a specific strategy for each stage. There are 2 possible strategies, symbolically marked as red and blue.
5. RESULT: Gaining or losing points at a given stage will depend on what strategy will have been chosen by your group and what strategy will have been chosen by the other group. Gains/losses will evolve according to the matrix you will be given in a moment.
6. SIGNALS: You will communicate the choice of your strategy by raising a card in a given colour at the Trainer’s signal (we show the cards). The cards will be held by one person from the group in the right hand kept behind his/her back (\*or under the table). On the “count of three” all groups shall raise the chosen card at the same moment.
7. MULTIPLIED ROUNDS: The results of rounds 3, 5, 6 are multiplied by 3, 5, 10, respectively (we show it in the table on FC). (Annex 1 – Instructions for the Trainer)
8. MEETINGS: Before stages 3 and 5 the representatives of the individual teams A and B can meet, if the groups will have expressed such a wish. The representatives can agree whatever they wish to, however the group will make the final decision (it can agree or not).
9. Distributing the tables and time for discussion within the teams. We do not discuss the matrix with the whole group, but we approach the individual groups, if they do not understand it.
10. The game. We record the strategy after every round (blue / red dot), we sum up the results on an ongoing basis and enter the current results for each group. The decision about the meeting is signalled the groups by writing on a post-it note: YES or NO. If both groups express their wish to meet, the meeting takes place. When one group does not want the meeting – there is no meeting.

11. Discussion after the game: A question to the group: What does it mean to play blue / red? What do you show by raising a blue / red card?
12. Every group responds how it played, what strategy it used. We analyse by referring to the score table.
13. We ask: how the R/B attitudes can be demonstrated in your reality? What is R/B move in your reality (ppt)

#### **8. Required Props**

- Annex 1 – printout for all participants
- Presentation ppt – factual description
- Cards: two red and two blue – one for each subgroup.
- Ballpoint pens

#### **9. Tips for the Trainer**

It is good to become familiar with the Prisoner’s Dilemma concept and problem situation solving strategies – red and blue strategy (ppt).

#### **10. Learning/Developmental Effects**

After the game, the participants will be able to assess realistically what their leading problem/conflict situation solving strategy is by analysing the consequences and the impact of a given strategy on their everyday life.

#### **11. Game Application to a Subject, Environment, Problem and Other**

The game is useful for the subjects related to learning the action strategy – collaboration and competition in solving problem situations and conflict solving, as the module preparing for the discussion on the impact of collaboration and competition on the team and its members.