



The Win Win Game

A Northgate Training Game

Get what you want using

- **Communication**
- **Co-operation**
- **Compromise**

The Win Win Game illustrates both the difficulties involved when multiple groups have to work together to achieve a common goal, and the skill necessary for those groups to achieve a successful, win-win outcome. Ideally four teams take part though you can play it with fewer.

The teams represent four primitive countries who are all neighbours and who have in their centre a piece of rocky, mountainous land – ideal for the telecommunications tower that they all want for their people.

The problem is that the four countries have different ideas about:

- the precise site where the tower should be positioned
- how tall it should be
- how much money they are each prepared to contribute
- the start date and duration of the project (there are religious reasons)
- why certain dates are unacceptable to some of the countries)
- what colour blocks the tower should be built in.

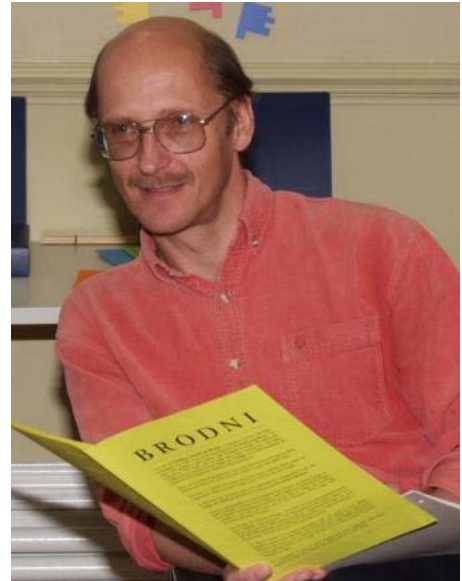
For the first 25 minutes teams study their Briefs and the map on the centre pages. At this stage they work solely within their designated teams.

In the next 45 minutes teams may hold meetings with other teams to try to agree about the building of the tower.

During the final 15 minutes of the exercise, teams return to their original teams and complete an agreement form, which summarises their decision on the tower. If they have reached agreement then the tower is physically constructed using the blocks that each team is provided with at the start of the exercise. Lack of a physical tower or the appearance of a stunted, half finished one is bad news for teams.

There are three major points that teams should bear in mind during the exercise:

- 1 Construction can take place at any time but it must be completed by the end of Stage 3.
- 2 Rearranging blocks in the tower after they have been 'laid' incurs an alteration fee of \$500 for each block repositioned.
- 3 There is a fine of \$500 to whoever causes one or more blocks to topple.



Users' Comments

"As part of a two-day training course on influencing and negotiation skills The WIN WIN Game provided a great way to demonstrate what's needed to negotiate successfully - and the benefits of being open and honest about your needs."

How collaborating teams work

- 1 Define the problem and set team objectives at the start.
- 2 Organise the team to maximise the resources. One person could go to each of the three other countries while someone remains 'at home' to receive visitors.
- 3 Negotiate carefully. If teams have a clear idea of their fall-back positions, what they want to achieve and what they are willing to give up they can reach their objectives.
- 4 Eliminate suspicion and rivalry, and promote trust and honesty.

There is something in it for everyone if there is co-operation and compromise. If there is dishonesty and competitiveness then the countries will end up at war.

- 5 Build a flexible strategy.

Teams need to work out a strategy for themselves and possibly for the other teams too. They then need to promote that strategy as one option and allow the other countries to change it. By working together with others in a spirit of open co-operation much can be achieved. It is important that at the end of the process that all teams are satisfied with what they have got.

The Win Win Game stresses the need to identify 'must haves' and 'would be nice to haves', to plan fall-back positions, to be flexible in negotiating – but not to get walked all over! The key is for teams to work together for a win win outcome.

Timing: This training activity runs for 1 hour + a debrief.

Numbers: 12 to 24 participants (4 teams with 3 to 6 per team) for each business game.

Who: Staff at any level.

PC required: None.

Licence Free: When you buy this training material, there are no restrictions on the number of times you can use it.

Cost to buy: You can buy this business game (which includes a trainer's manual) and use it yourself for £295 + delivery and VAT (if applicable).

We will also run this game for you, please contact us for details.

For further information please contact:

**Liz Garrard
Training Co-ordinator
Elite Training European Ltd
3 Parkers Place
Martlesham Heath
Ipswich
IP5 3UX
Telephone +44 (0)1473 610320**

Email: games@elitetraining.co.uk

Website: www.elitetraining.co.uk