

*"If you desire a one year return on your investment, grow corn.
If you desire a lifetime investment, grow people."*
Carlos Cervantes

Quality Business Games and Training Activities for Development



Planning



Leading



Negotiating

**Analysing
& Costing**



**Decision
Making**

Developing

Team Building

Succeeding



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These are a selection of our most popular activities. Please call +44 (0) 1473 610 320 or email: games@elitetraining.co.uk and we will help you select an appropriate activity to meet your needs.

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Introduction

A business game is an interactive structured training activity with specially created conditions, which aim to reproduce those of a working situation in a successful business.

The training is challenging and enjoyable; developing skills to improve individual and team performance in the workplace.

We can help you make your training event, conference or seminar impactful, interesting and informative.

"We had a very successful sales seminar which everyone enjoyed. We especially enjoyed the Pizza Game which taught everyone about the importance of making the correct decision and how it affects the outcomes."
C. MacLean - Stoneridge Electronics

We develop and sell a wide range of business simulation games and training material. We also sell selected training activities and games produced by other top training companies that achieve excellent results in our training courses and events.

You will find all the instructions on how to run the game included in the pack. However, if you have questions about the game just give us a call.

By experiencing rather than discussing a model, participants learn more than theory; they gain in knowledge, competence and confidence.

If you are organising a conference, seminar or training event we will plan the event for you and supply skilled trainers to ensure you get the outcome you are looking for.

We have run the activities many times and will ensure that delegates gain maximum benefit from our training, both for themselves and for their organisation.

You can also buy these games to use yourself. We will advise you on the best game to meet your needs.

"The feedback forms have all been very positive towards the activities you managed for us at our Managers Conference."

As you know, it was the first time we had progressed such events and we were a little unsure of how it would be perceived but it worked very well with the 'team' atmosphere carrying on into the evening!

We will definitely be looking for further events next year."
S. Fake - Colas



Going for Profit

A Northgate Training Game

Ideal on any training course or conference, 'Going for Profit' sets competing teams the enjoyable task of running their own Pizza business for a year.

In this interactive business simulation, teams compete within the same market. They first tender for one of the available business sites - the student area, by the theatre, or in the town centre. Depending on the tender bid the computer allocates sites and teams decide on pricing, product quality, staffing, market research and advertising.

It is not all number work! Teams need to design and construct a box to house its pizzas and design any advertising they decide to undertake. The trainer awards points accordingly.

There are four periods during the exercise when teams complete decision forms which is entered into a computer and a print-out gives the results in the form of a quarterly profit and loss report. Like any business if one team is very efficient and attracting lots of customers the sales in the other pizza shops will be reduced and reflected in the profit and loss reports. Is a change of strategy needed?

Various threats and opportunities arise - such as a health and safety issue; should they invest in home deliveries; should they expand the premises and diversify into take away foods and drinks.

Doing all these tasks means teams must be well organised, well led and able to work together against tight deadlines. The most profitable takeaway at the end of the quarterly reports, wins.

During the exercise the trainer has ample opportunity to observe teams in action. Lively discussion often continues well after the end of the session!

'Going for Profit' allows teams to experience and test their commercial acumen in a highly competitive market. It requires good teamwork and good understanding of the target audience.

An excellent vehicle to explore issues of:

- forecasting and project planning
- costing, ordering and pricing
- quality of product and service
- analysing financial data
- quality of product and service
- decision making
- time management
- presentation skills (optional)

Duration: 2 to 4 hours

Numbers: Up to 4 teams with 3 to 6 in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £595 + VAT (if applicable) and delivery. We will also run this game for you, please contact us for details.



"An interesting way of combining all aspects of the 'real life' business game in a short time.

Each quarter had its rhythm and the tempo went faster when the year end approached!

A very good way of exercising decision making in a team of different characters and skills. And it was fun!" Laurie Sonko-Marie - Royal Society of Arts

"This game was very good. Fun, but also relevant to my business." K. Williams - Thrifty Car Rental

The Wine Bar Game

A Northgate Training Game

Many business simulations are long, complex and sometimes rather tedious. We think 'The Wine Bar Game' breaks the mould! Ideal for short courses or conferences.

Teams enjoy running a wine bar from scratch, taking out a loan to cover the lease and refurbishment of the premises. They need to plan a layout; set the prices; choose a promotion style and budget; decide on the number of staff and what to pay them.



They have to run their business on a weekly basis and complete a simple decision form which is fed into the computer. This gives them the results of their trading for that week.

Any decision made in one week can be changed the next, so teams need to analyse their results carefully. Are sales low because of high prices, poor staff, limited spend on promotions or because they are not serving cocktails and coffee?

As with any new business getting into profit in the early stages is a struggle. Can they get out of the red and make the bank manager happy?

Each team starts in the same position and so everyone has a fair chance. The team that develops their business in the most efficient manner will be the winners.

The game does not concentrate solely on profit. Teams have to draw up a quality programme for their business and this affects how much custom they get. But that's not all. If teams are underpaying their staff, they are notified of a possible theft from the till. Also, employees may start complaining that they have no time for coffee breaks, which is a sure sign of understaffing. The computer helps by printing advice on some of the decisions teams have made, and asking them to provide suggestions for improving the quality of their operation.

As the simulation progresses the teams face various challenges. Should they expand into a garden area? Is it worth diversifying or not? They also have to cope with a flu epidemic, a world wine festival and a heat wave!

Putting up the different teams' profit each week encourages competition and there's always a clear winner - the team that managed their business most effectively and came up with the best cumulative profit!

The game focuses on:

- Forecasting and planning
- Analysing financial data
- Teamwork
- Risk management
- Managing staff
- Quality issues
- Costing, ordering and pricing

"Excellent event, highly recommended."

E. Warren - Smith & Nephew

Duration: The Wine Bar Game can be run for 2 hours, over a whole day or on different sessions of a longer residential course.

Numbers: Up to 4 teams with 3 to 6 in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £595 + VAT (if applicable) and delivery. We will also run this game for you, please contact us for details.

The Gym

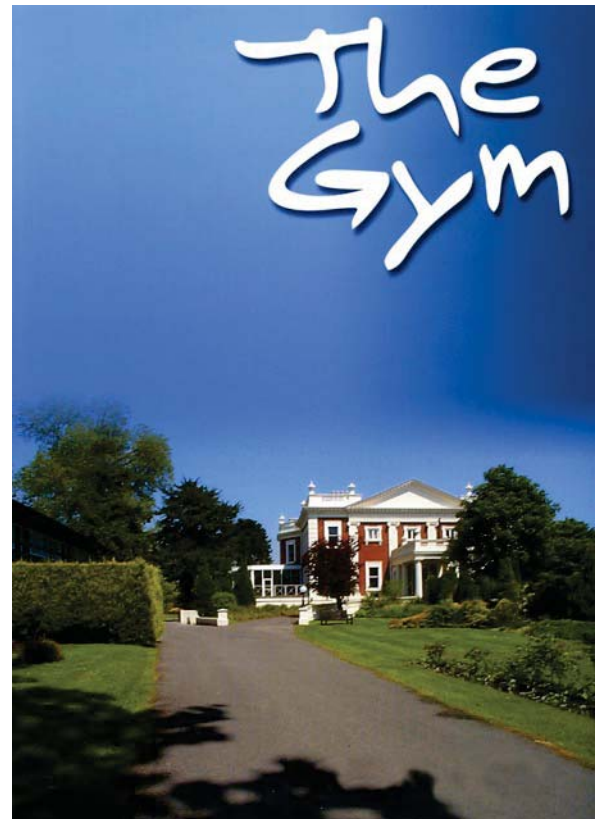
A Northgate Training Game

Teams run a leisure club for a simulated three year period to see who manages it best. Will teams really appreciate what's needed to turn the business round - and reverse the current trend of members leaving in droves!

How it works

Teams receive details of a slightly run-down leisure centre. While it still has a reasonable membership, it is falling and there have been no new facilities in recent years - and current management is weak. Something needs to be done – and quickly.

Teams complete a Decision Form each period on key variables (membership fees, marketing spend, staff numbers and pay) and can add new facilities such as tennis or squash courts, a spa or crèche.



Financial reports are printed for each team every period – plus customer feedback and staff problems. Running a successful business is never easy!

Learning Benefits

- allows teams to assess the state of a current business
- highlights the need to listen to what customers are saying
- encourages entrepreneurial spirit
- stresses the importance of knowing what the competition is doing
- shows that innovation is crucial to any business
- opportunity for participants to learn about financial reports.

Duration: The Gym can be run for 4 to 6 hours, over a whole day or on different sessions for a conference or course.

Numbers: Up to 4 teams with 3 to 6 in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £695 + VAT (if applicable) and delivery.

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

Users Feedback

“Terrific simulation. Brought out people’s hidden business skills and really tested their teamwork – at times putting the unity of the teams under great pressure!”

“An excellent vehicle for sorting out the management accountants from the entrepreneurs.”

Winning Strategies

A Northgate Training Game

This business game allows teams to look at a business and decide what state it is in and where it might develop its expertise in the future.

Team Folders provide all the necessary information; company history, staffing, sales data, accounts etc for "Waveriders" which manufacture rubber dinghies for the leisure and military markets. Business performance has been in decline over several years: falling sales, declining profits and over-production.



Participants working in teams discuss the state of the firm and must first reach firm conclusions about its strengths and weaknesses. The company obviously needs to reduce its costs, balance its production to sales, cut down on high stockholding, to improve sales and find new markets. At this stage, teams each make a brief presentation on how they see the company and what they think of its future prospects.

They are then issued with a number of possible strategies for the future. The company can try to increase its market share of current products by trying to beat the competition and attract new buyers. It could look for new markets. It might consider brand new products, or diversify into other products.

With knowledge of the company and their current markets, teams have to choose what they believe will be the most effective strategy for the future. Team presentations at this stage can build in a justification for their choice. Winning Strategies is an ideal introduction to business analysis and allows participants to find out if they have business acumen! More advanced groups can do projected profit and loss accounts. Other groups can concentrate on less financial aspects of the case.

Trainer's Notes give full explanation of the various outcomes showing that one strategy is better than any of the others.

The game focuses on:

- Financial analysis
- Decision making
- Teamwork
- Forecasting
- Strategic thinking
- SWOT analysis

Duration: 1 - 2 hours

Numbers: Up to 4 teams with 3 to 6 in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £495 + VAT (if applicable) and delivery.

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

Users' Feedback

"Winning Strategies is an EXCELLENT, hands-on activity for getting to grips with the basics of strategy."

Make a Million!

A Northgate Training Game

One of our most challenging business simulation!

A great test of the teams' business and financial skills - and great fun!

Focusing on:

- Planning a strategy
- Decision Making
- Forecasting
- Stock, research and advertising
- Understanding Profit and Loss and Balance Sheets
- Entering new markets
- Dealing with management problems



Teams market the latest Internet technology - and have the opportunity to make millions!

Expanding into Europe is exciting - but is it profitable?

Finance for non-financial participants

Each period in this simulation represents six months - profit and loss accounts, operating statements and balance sheets are issued each period, together with competitor details (if requested). Teams learn first hand the value of these crucial documents!

Each team battles it out with up to four other teams for a share of the European markets, for Internet handsets that provide sports, diet and medical data to an information-hungry generation.

Problems! Problems!

Stock levels need constant monitoring as does server capacity – and watch out for that warehouse fire! A series of additional management problems flood in all the time as teams struggle to improve their profits and pull away from the pack. Nothing is certain until the final round of decisions with each team able to dent the sales of everyone else by clever pricing and sales strategies.

Duration: 5 to 6 hours

Numbers: 3 to 5 teams with 3 to 6 in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £695 + VAT (if applicable) and delivery.

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

Users' Feedback

“Make a Million! enables ALL individuals to be involved in making relevant business decisions. It allows a certain flexibility in setting the criteria for winning - volume, profit, growth or market share - depending on your own strategic requirements. Well worthwhile too for team building - and downright fun!”

“Used on our Graduate Development Workshop, with graduates with less than one year's experience, Make a Million! is a good activity for both team working and commercial awareness.”

The Second Crossing

An exercise which has been successfully used by many large organisations, it differs significantly from most business games in that it runs in real time.

A political and economic time-bomb is about to explode unless someone can unravel the truth behind 'The Second Crossing.'

A journalist about to break a major financial scandal tragically drowns. A colleague takes up the story. He alerts a close friend John York, Chief Executive of a multinational corporation, that a particular company in his newly formed construction consortium may be involved in the scandal. This would prove disastrous to their bid to build the Second Channel Crossing.



The group become active players in uncovering the plot which unfolds before them whilst trying to identify a consortium, which will secure the contract.

Purpose of the Exercise

The exercise will enable a group of managers to respond to a crisis situation that draws on a host of managerial skills in a team setting.

Successful completion of the exercise requires the ability to unravel a mass of information from newspaper articles, letters, memos, faxes, emails, recordings from radio news broadcasts.

Teams need to set objectives, priorities, timescales and above all work as a team!

Added to this is the opportunity for individuals within the team to display leadership, high level interpersonal and communication skills, team effectiveness and sheer resourcefulness.

On completing this business game participants will:

- appreciate the political and financial complexities of working in an international environment
- see the benefits of working together to solve the problems that face them
- understand the need for clarity in written and verbal communication
- learn how to solve problems in a logical and abstract way
- be able to apply strategic planning
- have managed a budget
- have set objectives and priorities
- understand the importance of team briefing and checking understanding
- have made difficult and effective decisions under pressure
- exercised excellent leadership skills
- appreciate the benefits of a team building activity

Duration: Lasts from 3 to 4 hours.

Numbers: Up to 6 teams with 3 to 6 in a team (for each business game).

Cost to buy: You can not buy this game but we will run it for you, please contact us for details.

Users Feedback

"It was a refreshing change from discussing business matters to get involved in a business game. It was challenging and enjoyed by all."

S. Hitchcock - Sovereign Capital

Global Trading

Benefit now from a new, challenging business game that needs the disciplines of:



If you have seen the excitement and tension on trading floors you will appreciate how this game will bring out key business skills.

Although based on World Trade of Commodities, the same rules and skills are needed for all business activities. Global Trading will bring out participants management strengths and areas for development.

In order to prosper, an organization must take advantage of opportunities and respond to the challenges presented by the forecasted business environment.

This game creates an atmosphere of competition amongst competing teams of Trading Nations as they buy and sell the commodities on offer and at world prices that change in varying market conditions.

Each team represents an important central government department that is responsible for selling their Country's surplus commodities. They are also responsible for buying the commodities needed for social and economic requirements.

Their brief is to create the maximum profit from trading in commodities through the World Commodities Exchange and they must end the trading periods with exactly the commodities set for them.

Most teams will achieve their commodity requirements, so trading in other commodities to make the highest profit is advisable to win the game.

This stimulating training activity allows participants to:

- use consensus seeking skills to identify the role of the supervisor
- recognise the skills required to be a successful supervisor
- identify areas that supervisors should NOT practice
- discover whether they are people or task orientated
- identify areas to develop for more effective management
- formulate an action plan for their development.

Duration: 2 hours + Debrief (Depending on how many parts are used).

Numbers: Minimum of 12, but ideally 18 to 27 players (plus observers if required).

Cost to buy: Buy the game and use it yourself for £450 + VAT (if applicable) and delivery.

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

We Can Do Company

In this realistic scenario, delegates experience the impact of change by working for the 'We Can Do Company'.

This rapidly expanding company has a policy of taking on projects at short notice that other companies cannot manage.

Three teams are working together to develop a new chocolate bar. Each team has a different area of responsibility, but should communicate with the other teams to ensure they are working together.



Team four is the 'first line of attack' who work independently on the project, taking an overall view.

Having decided which tasks they are going to achieve they are told that certain members of the team need to work elsewhere in the company and replaced by other members. They are also told the time for completion is reduced.

As the game progresses each team has to cope with further changes required by the client. For example:

- Change of coating from dark to white chocolate.
- Change of filling.
- Change of bar shape and size.

Projects of this nature need a large degree of flexibility, so Teams - Members - Specifications and Requirements are subject to change at all times and at short notice. To achieve a good result, teams' must communicate effectively with each other and manage their time. Coping with change and persuasive presentation skills are also essential.

This game:

- is challenging, but fun;
- provides ample opportunity to practice change management skills;
- requires effective time management skills;
- develops team building; and
- brings out leadership qualities

Duration: The minimum time for this game is 1.5 hours. There is an opportunity to develop the game further by adding additional variables.

Cost to buy: For groups of 12 to 27 delegates £350 + VAT (if applicable) and delivery.
For groups of 12 to 54 delegates £450 + VAT (if applicable) and delivery.
For groups of 12 to 81 delegates £550 + VAT (if applicable) and delivery.
For groups of 12 to 108 delegates £650 + VAT (if applicable) and delivery.

"I have run the game several times now and each time it has been a huge success. I have been running full day sessions with teams and in the mornings we focus on the theory and the issues of integrated working and in the afternoon I use the game as a practical example of how to manage the change process.

I cannot praise this game enough. It has been so successful that I have been asked to work specifically with social work staff as well."

Y. Campbell - Senior OD & Training Advisor - Mental Health NHS

Crime Squad

An effective business game that soon gets over important learning points on communication, sharing information, problem solving and teamwork.

This game is also useful for assessing people skills.

Teams take on the role of a police crime squad, tasked with stopping the dramatic increase in the importation and sale of illegal drugs.



The task becomes complicated when a murder occurs during the investigation and there are a number of possible suspects, but who is the guilty one?

Most teams make the assumption that they all have the same information, but if they communicate with each other they will realise this is not the case.

Only by sharing all the information each team member has gathered can the facts be identified from the 'red herrings.'

Even armed with all the information the offender will only be identified by effective problem solving strategies and methodical teamwork. Effective teams will identify the offender, but inferior teams will arrest the wrong suspect!

On completing this business game participants will:

- see the benefits of working together to solve the problem that faces them
- appreciate the skills of listening and questioning
- learn how to solve problems
- see the benefits of working together to solve the problems that face them
- have made effective decisions
- recognise leadership skills

Duration: 45 minutes + Time to debrief

Numbers: Up to 4 teams with 3 to 7 delegates in a team (for each game).

Cost to buy: Buy the game and use it yourself for £350 + VAT (if applicable) and delivery.
Special saving for large groups of 30 to 80 delegates £450 + VAT and delivery.

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

"Very good. All the people in the team had an input and you slowly get to know them better as individuals." A. Whitehead - Veterinary Business Development

"An excellent game really got the teams talking and eventually working together! I recommend this for communication training and team building." P. Dawson - Dawson Enterprises.

"Good exercise which showed interesting aspects!" J. Bushnell - Kent Police.

"Very useful team building exercise. Enabled one to understand how others think and was a valuable lesson in listening skills." T. Thornton - Veterinary Business Development

Colourshapes

Successful communication is not just about talking and listening and this training game proves that and much more!

Talking is not communicating – it is the quality of the talking taking into account the understanding of the listener that helps to ensure the intended message is received.

It also requires the listener to carefully take in everything that is said being careful not to make assumptions and filter out any information.



This enjoyable game provides lots of learning and ideal training tool for use in any session about communication, telephone techniques, customer service, working remotely, teamwork, problem solving, influencing, selling and negotiating.

Colourshapes replicates many of the communication issues that occur in the workplace:

- Assumptions
- Conflict
- Muddled thinking
- Poor listening skills
- Barriers to communication
- Lack of understanding and team cohesion

Messages muddled by the sender, or misinterpreted by the recipient can cause tremendous confusion, wasted effort and missed opportunity.

The Colourshapes set comprises of 6 different shapes repeated in 5 different colours making a total of 30 quality laminated plastic cards.

Benefits of Colourshapes:

- A short exercise that brings out many issues that will add benefit in the workplace
- Ensures that teams work together and value the contributions of ALL team members
- Covers a wide range of learning outcomes including problem solving and thinking skills
- Encourages participants to give each other feedback
- Simple to facilitate but challenging, enjoyable and meaningful to participants
- Is not language specific - participants can speak in their own language or use it to help their learning of a new language

Supplied with everything you need to run the activity, including trainers notes and debrief material.

Duration: 15 to 40 minutes depending on the group

Numbers: 4 to 28 participants (for each training activity) but most versatile with groups of 6 - 10 plus observers

Cost to buy Buy the game and use it yourself for £225 + VAT (if applicable) and delivery.

Colourblind

A practical exercise in verbal communication which demonstrates effectively the enormous and fascinating variety of strategies which individuals use to make sense of their worlds. It explores how perceptions are presented, how meaning comes to be shared between individuals and groups and how organisational strategies are developed to account for the wide range of individual thinking and learning styles.

This is a group exercise that neatly replicates the periodic confusion and loss of vision often experienced in our workplaces.



Solutions are achieved only via co-operative information and ideas sharing, and a respect for the equal importance each member plays.

This is a challenging, entertaining and innovative exercise, portable enough to be carried in a briefcase, simple to set up in the smallest or most formal of training environments and with an enormous variety of applications.

How It Works

The trainer removes 2 of the coloured plastic shapes and the remainder are spread out in front of the participants.

The objective of the exercise is for the group to establish the shape and colour of the missing pieces.

Participants may not exchange or pass the pieces between group members

The question, "What colour is this?" will be answered, correctly, as many times as it is asked. No other questions will be answered.

Colourblind is used Internationally by trainers, consultants and teachers, who have realised its potential to:

- produce cost and time effective results
- generate a high level of focussed debate
- give access to learning about a broad range of organisational issues
- engage individuals in their continuing development
- add a dynamic and creative dimension to any training repertoire.

Duration: 15 to 40 minutes depending on the group

Numbers: 4 to 15 delegates (for each training activity) but most versatile with groups of 6 - 10 plus observers

Cost to buy Buy the game and use it yourself for £299 + VAT (if applicable) and delivery.

We will also run this business game for you, please contact us for more information.

The Display Shelf

Problem Solving, Planning, Teamwork, Communication and Performance Management are key learning points in this training activity.

One of our best selling and most popular games.

Teams have 14 pieces of shelving with grooves cut in various places which enable them to fit together to make a display shelf.



They have 60 minutes to develop a method of assembly that can produce a finished display shelf in less than 2 minutes.

This seems easy enough, particularly as they have a diagram showing the completed shelf. However, it often takes 40 minutes just to complete the first structure!

After 60 minutes effective teams will have learnt from their experiences and will have a chance to build their display shelf within 30 seconds. Non effective teams say it is impossible - they will learn a lot from this!

Effective teamwork and the ability to work in small sub-groups are essential to be successful.

This activity highlights the importance of individual contributions to group task achievement. It is also very effective for drawing out the characteristics of effective management and leadership.

Fun Activity

You can also use this as a fun activity by seeing which team can complete it quickest. They will soon learn "More haste, less speed" and "Failing to plan is planning to fail!"

Key points

The focus of display shelf is on developing teamwork, but this exercise also brings out these useful training areas:

- Problem solving
- Planning
- Teamwork
- Communication
- Project Management
- Leadership
- Performance improvement

If you think this is easy - you try it. There is a lot to learn from this!

Duration: This training activity runs for 70 minutes + debrief (or less if used for fun only).

Numbers: 4 to 8 participants (for each game).

Cost to buy Buy the game and use it yourself for £420 + VAT (if applicable) and delivery.

To run this with more teams; you can buy another set of display shelf for £270.00 + VAT and delivery.

Decisions! Decisions!

A Northgate Training Game

Decisions! Decisions! is an exercise that puts teams in charge and gives them decision making authority. With the consequences of each decisions having an immediate effect on profit and customer morale, care is needed. Have your teams got the ability to work rationally and well together or will they end up in conflict?

How it works

Each team represents a management team of a travel organisation, 'Extreme Adventures Ltd' - currently overseeing a trek in Borneo and consisting of 17 clients and courier, Dirk Hanson.



Dirk sends through a stream of problems and teams must decide what option to take. As manager on the spot is Dirk totally 'in touch' or is he over-reacting? Teams must try and maintain profit but at the same time they must ensure customer satisfaction. Not an easy balancing act - so when things start to go pear-shaped just what will the teams decide?

What it does

This activity tests group decision-making. Can the team reach decisions amicably and without conflict? Can they manage the competing needs of making a profit and keeping the customer happy!

How well do teams reach consensus? They are asked to make individual decisions as well as the all important group decisions. How will one team member react when he or she is taken out of the group to make an important decision on behalf of the company? Will the team have defined a set of core values against which they can make their decision. And how will the team react if they have made the wrong choice?

The game focuses on:

- the balance between profit and customer service
- group decision making
- developing a decision-making framework
- teamwork
- the unforeseen consequences of one's decisions
- the value of everyone's contribution
- managing conflict

Duration: This game lasts from 1 to 1.5 hours.

Numbers: Up to 4 teams with 4 to 6 in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £295 + VAT (if applicable) and delivery. We will also run this game for you, please contact us for details.

Users Feedback

"A great task where the team had to pull and work together, often to tight deadlines to come to a decision."

P. Imrie - Veterinary Business Development

"Decisions! Decisions! covered all aspects of team building and decision making. Very enjoyable and lots to think about when working with others both in my team and others."

S. Thurkettle - Colne Housing Society

The Creative Business Company

An ideal business simulation for courses or conferences.

This activity addresses many key business issues by highlighting the need for:

- creative problem solving
- creative thinking;
- making the most of resources;
- strategic planning;
- efficient time management;
- effective teamwork and
- adapting to meet changing demands.



Each team competes against one another and the winning team will be the one that makes the most profit. This is like any business that has to compete in the market place against similar companies. For example; the team above earned £1,250 by finding this place and these items. Sorry no clues to what they are - it will spoil your creativity!

Teams also complete some challenging but enjoyable team tasks

This activity gets the team working and thinking together. They often dismiss some of the tasks as unachievable, but when they apply lateral and creative thinking someone in the team will often come up with an answer. For example, one of the tasks is to produce a picture of an airplane taking off. There is nothing to stop them making a paper airplane and launching it!

This team building exercise is a series of creative and development activities; a fun way to develop creativity, time management, communication and effective teamwork.

We will adapt The Creative Business game to meet your objectives. For example, if you want delegates to experience change we change the rules and tasks during the game.



Duration: This game can be run for 2 hours or over a whole day.

Numbers: Any number of teams with up to 4 to 12 in a team.

Cost to buy: Buy the game and use it yourself for £495 + VAT (if applicable) and delivery.

"I loved it! There was a variety of exercises which required various skills including creativity and logic - something for everyone. I really enjoyed getting to know people from other departments - really encouraged team work."
L. Manneimer - Access Accounts

"Good, active and a variety. It showed skills not usually obvious in the workplace which highlighted new strengths for individuals and the team. The trainer was enthusiastic and friendly. A very useful day with fun team tasks which we'll remember." H. Rossiter - Yell Group

Exploring the Manager's Role and Skills

This activity focuses on the four integral areas an effective manager is skilled in. It also identifies areas that managers should NOT practice.

Ideal for recently appointed or longer term managers to discuss their role and identify the skills they need to perform it.

This stimulating training activity allows participants to:

- use consensus seeking skills to identify the role of the manager
- recognise the skills required to be a successful manager
- identify areas that managers should NOT practice
- discover whether they are people or task orientated
- identify areas to develop for more effective management
- formulate an action plan for their development.



This exercise is used for recruitment and assessing staff before promoting them to managers. It is also a good icebreaker on a management course or managers' conferences.

How it works - Part 1

The game consists of 74 cards with a statement that might apply to the role and skills of a manager (see some examples to the right). Each team studies the cards and reaches a consensus as to which of the following five headings the card comes under:

- Group A - Managing Activities
- Group B - Managing Resources
- Group C - Managing People
- Group D - Managing Communication
- Group E - Inappropriate or Little use

This part of the activity provokes a useful discussion on the role and skills of a manager. It enables the trainer to observe managers in action and identify areas for development.



Part 2

Teams then prioritise the cards for groups A to D by choosing the 10 most important cards for each group. Each team's choice can be compared with the other teams to discover which statements are considered to be the most relevant in their role as a manager.

Part 3

The trainer issues participants with a questionnaire based on the cards. This enables participants to see their level of people and task orientation.

This part helps participants to understand how they should apply their skills according to the situation. It also helps them to focus on their development needs and formulate an action plan.

Duration: 1 to 2 hours + Debrief (Depending on how many parts are used).

Numbers: Up to 4 teams with 2 to 6 delegates in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £250 + VAT (if applicable) and delivery.

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

Managing People

A Northgate Training Game

People are an organisation's key resource - but they can be difficult! This highly participative activity allows teams to practise dealing with human resource issues in a risk-free environment.

Key Benefits

- Helps participants to handle staff rationally
- Emphasises the importance of establishing facts
- Discourages making assumptions
- Helps participants to handle staff rationally
- Emphasises the importance of establishing facts
- Discourages making assumptions
- Encourages the need to see things from other points of view
- Illustrates the importance of following correct grievance and disciplinary procedures
- Provides an opportunity for teamwork and reaching consensus.



How it works

Working in groups of 3-6 each team is faced with 10 scenarios concerning staff and their problems. Teams must reach consensus on how to react to the situations by choosing from five possible options that are listed for each scenario.

Each team keys its chosen option into a computer. You, the Trainer, have nothing to do except observe! The computer prints out the consequences of the teams chosen option together with the next scenario. Teams also receive a statement which serves as a measure of the success of their decisions:

- 1 Their current budget figure. As costs are involved for some of the options, teams start the activity with a personnel budget.
- 2 The state of morale in their department. Starting with a rating of 50, this figure will vary in line with the effects of their decisions.
- 3 The business outlook.

Keeping department morale and future outlook high are key objectives but the way to do this is not always clear. Many decisions give unexpected consequences especially where people are concerned!

The Debrief is particularly valuable. The different answers to each of the scenarios can be compared and discussed and this leads to a broadening of the focus - often to real issues from the workplace. **Answers and full guidance are provided in the Trainer's Notes.**

Managing People is an excellent way to raise awareness of the way managers and team leaders deal with staff on a day-to-day basis. It is extremely easy to facilitate as teams interact with the computer leaving the Trainer free to listen, to observe teams at work and to gather data that will be useful at the debrief.

Duration: Lasts from 1 to 1.5 hours.

Numbers: Up to 4 teams with up to 3 to 6 delegates in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £395 + VAT (if applicable) and delivery.

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

Going for Gold

A Northgate Training Game

A team activity that includes some challenging questions, some creativity and a card-based challenge that requires logical thinking and a good team process. Three tasks to complete in 40 minutes needs coordination.

The Activity

Teams start with 20 questions about the Olympic Games and hand in their best answers to receive a set of cards.

Half these cards contain the (mythical) names of cities that might host the Olympic Games; the other half gives clues which help the team eliminate all the cities except one.



Teams then design an advertising poster for the city which must include a new Olympic sport of their choice! All this against a tight deadline. The questions, the city and the poster are then scored to see who wins the gold medals! (Winners medals are included in the pack.)

Energiser

Going for Gold is a lighthearted, energetic activity for use with any level of team within your organisation.

Ideal on team development programmes, this challenge creates high energy for a morning kick-off, an after lunch pick-me-up, or to consolidate the day - with delegates leaving on a high.

Teamwork

The activity raises a fund of issues for debate and improved team performance:

- team organisation
- valuing each team member
- behavioural traits
- time planning
- quality issues
- good decision-making
- creativity
- team morale.

Duration: 40 minutes + Debrief.

Numbers: Up to 10 teams with up to 5 delegates in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £500 + VAT (if applicable) and delivery.

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

Users Feedback

“Transformed a group of rather nervous, quiet participants who didn’t know each other into energetic, motivated teams. It very quickly got us working together – great fun – very topical!”

“I used this activity as an energiser to a Team Strategy Day with a group of senior managers. It was engaging and ideal for looking at how a team/group work together.”

The Coaching Game

A Northgate Training Game

Our solution to this often difficult topic is an ingenious board game. A friendly environment in which to explore the serious benefits of coaching and practise vital coaching skills.

The game allows participants to coach and be coached in a quick and non-threatening way. It is engaging and very supportive for all the participants and its format means that much of the experience sticks in people's minds.

How it works

This activity is in three parts. First, it asks the question, what is coaching? Individuals then complete a *Coaching Opportunities Form* to identify areas where they feel they need coaching - maybe in areas of planning, decision-making, time management etc.

Next, they sit around the game board and practise their coaching skills. Finally, the Trainer leads a debrief on the issues raised and the learning points of the activity.

At the start of the game board stage, each player takes two *What to Say* cards and two *Coaching Tips* cards. These act as prompts when it is a player's turn to 'coach'.

There are four types of squares on the board:

- 1. Coaching Tips squares** The player takes a *Coaching Tips* card and reads it aloud to all players - for discussion for up to two minutes - or picks a second card. The cards are retained by the player for use later.
- 2. What to Say squares** The player takes a *What to Say* card and reads it out for discussion. Is it something you would say at a coaching session - or not? If not, it is 'binned'. Otherwise it is held for use later.
- 3. Coaching Opportunity squares**
These each show a different, key management skill. If a player lands on one of these squares they check to see who ticked that particular topic on their *Coaching Opportunities Form*. That player then receives a mini-coaching session from the player who landed on the square. Players use the cards they have collected on *what to say* and *coaching tips* to help in the coaching process.
- 4. Problem squares** A player landing on these may nominate another player to pick a *Problem Card*, to read it to the group. The first player then conducts a coaching session while the recipient "role-plays" according to a statement on the card.

Duration: About 1 hour plus a debrief.

Participants: Up to two teams of six people for each game.

Cost to buy: Buy the game and use it yourself for £350 + VAT (if applicable) and delivery. We will also run this game for you, please contact us for details.



User's Comment

"First Class! An excellent 'accelerated learning' tool that we use on every training course involving coaching."

Improve that PROCESS!

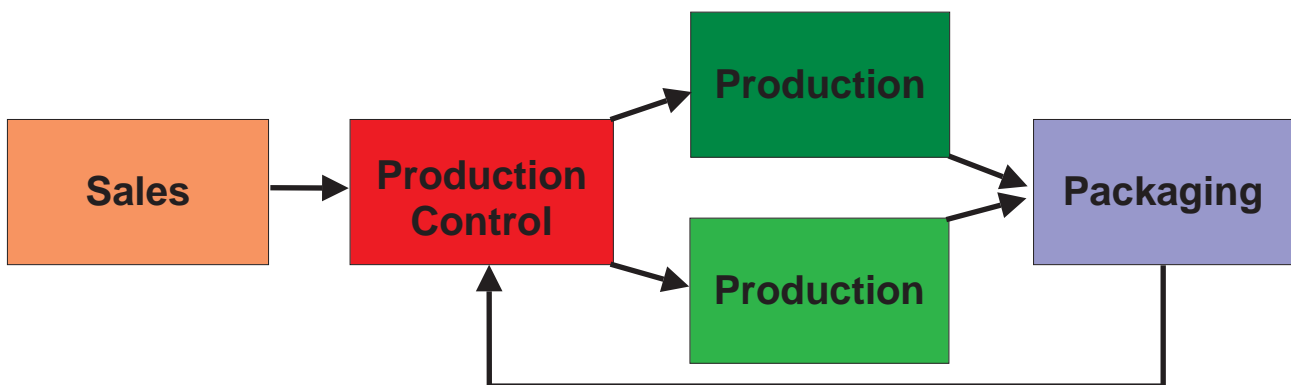
A Northgate Training Game

This activity encourages delegates to take responsibility for *continuous change* in working practices and systems.

It demonstrates how departments and teams can be 'set' in their ways and it encourages multi-functional teams to improve systems as an ongoing process.

This business simulation game encourages teams to examine their own methods of work and empowers them to agree on new process procedures to eliminate waste and add value to the business.

How it Works



These departments communicate with each other via an in-tray system of written messages. Their task is to fulfil customer orders for tablets, over a simulated day of work (30 minutes).

Sales receive the day's orders and do all the paperwork - invoices, delivery notes and labels. They pass all the tablet requirements to **Production Control** who must liaise with the two **Production** departments to produce tablets according to instructions and using the materials provided. **Packaging** construct packs for holding the tablets. Everything then goes back to **Production Control** to be checked and made ready for despatch.

Teams do not perform well on the first day - the average is 0 orders sent!

Teams (the 'company') then review their performance, address the problems they faced, change whatever they like in terms of the 'process' and design new ways of working before they begin a second day (30 minutes).

Productivity and profits on Day 2 are *far greater* - the average is 9 orders sent!

The motivated teams then reflect upon their methods of working and how this relates to their workplace. The Trainer's Notes give full guidance on key points.

Timing: 3 hours

Numbers: Up to 5 teams with 3 or 4 participants in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £495 + VAT (if applicable) and delivery.

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

User's Feedback

"Thank you for a successful team event. Improve That Process! went really well, we all learnt a lot from it and hope to meet up with you again soon."

Leadership Challenge

A Northgate Training Game

Good leaders inspire and motivate - and they need to in this challenging activity. Teams first define what 'leadership' is before assessing their leader's performance over the course of this task.

How it works

In this tabletop simulation each team first chooses a leader. Each leader is given a £500 budget, a map and 20 minutes to familiarise themselves with the Brief. During this period the rest of the team completes a questionnaire about leadership qualities - for discussion later.



Essentially teams must collect as many points as possible by visiting post offices and lighthouses - and beaches to get buckets of sand! Leaders, with their own, chosen style of leadership, brief their teams and oversee the activity.

Information on costs, ferry timetables, time and distance, overnight accommodation etc are available from a computer databank - but information costs money - and eats into a tight budget! Leaders must aim for a carefully constructed plan that keeps everyone on board, fits the constraints and picks up as many points as possible!

What it does

It clearly illustrates some important requirements of good leadership - the need to brief the team well, to co-ordinate the strategic planning process, to keep a watchful eye on budgets and other constraints, to review and to keep good communications within the team.

A challenging exercise which gives leaders and teams a great opportunity to demonstrate their skills. Ideal for assessing both leadership styles and team roles.

Key Learning Points

- The importance of good team briefing
- The need for all team members to understand the task
- The leader's role in checking understanding and reviewing progress
- The need for relevant and accurate information retrieval
- The need for leaders and teams to set clear objectives
- The key role of analysis and planning in any team activity
- The critical issue of leadership style

Duration: Leadership Challenge lasts for 2 hours.

Numbers: Up to 4 teams with 3 to 6 participants in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £395 + VAT (if applicable) and delivery.

User's Feedback

"Excellent for developing leadership in an exciting and innovative manner."

"A very powerful vehicle for covering key points about teamwork and different styles of leadership. Simple to use, effective, fun."

Win Win Negotiation

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.

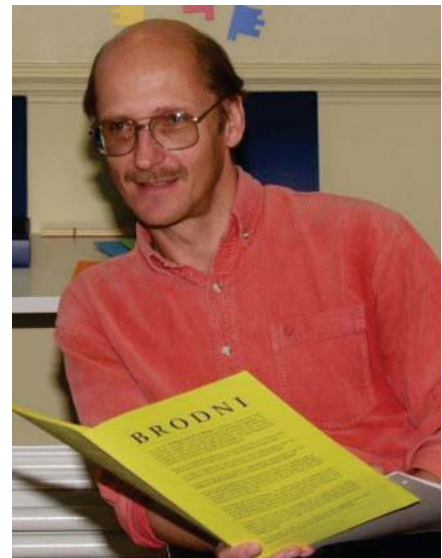
If they have reached agreement then the tower is physically constructed using the blocks that each team is provided with at the start of the exercise. Lack of a physical tower or the appearance of a stunted, half finished one is bad news for teams.

Duration: This business game runs for 1.5 hours.

Numbers: Up to 4 teams with 1 to 6 delegates in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £295 + VAT (if applicable) and delivery.

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



Users' Feedback

"The WIN WIN Game is a well thought out activity that I found easy to understand and run. The degree of challenge is high and teams need to work to a good level together to achieve the desired outcome."

Project Planning

A Northgate Training Game

A log cabin must be built within six weeks - and you are competing for the contract!

Teams plan to build a log cabin within six weeks drawing up a schedule of events, hiring the necessary workers, ordering the materials to arrive on site at the right time, checking their cash flow and allowing for contingencies.

Nothing to it! But teams must score more than 80 out of 100 to win the contract.



How it works

Teams have two hours to plan and timetable the construction of a log cabin and come up with a price. They must study the brief, decide where and when to get the various materials, estimate the number of workers required for each stage, consider risks, and price the whole project. They must also decide how to stage payments to suppliers - to avoid going into the red. The completed plans are entered in the computer or laptop. A detailed report and score is produced for each team - the Trainer announces who wins the contract.

What it does

All the elements of project planning are dealt with in a dynamic way. Working as a project team, participants learn from experience about: analysis of the task, constraints, cash flow management, use of resources, profit margins, work scheduling, contingency planning, critical path and Gantt charts.

Key Skills

- Planning
- Working as a team
- Scheduling
- Costing
- Assessing labour requirements
- Critical path analysis (Gantt charts)
- Planning smooth cash-flow

Duration: Project Planning lasts from 2 to 4 hours.

Numbers: Up to 4 teams with 3 to 6 participants in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £495 + VAT (if applicable) and delivery.

Users Feedback

"Feedback from the delegates was exceptional and the session ended with a standing ovation!"

"Delegates found Project Planning challenging and interesting. The exercise proved very useful and I'm sure we'll be using it again."

"The Project Planning activity works very well as an introduction to project planning."

In Box

A Northgate Training Game

Suitable for all levels of management

Each team or individual has their own 'In Box' which consists of 30 documents (faxes, memos, notes, letters etc.) and their task is to:

- prioritise the items and decide which communications need an instant response;
- decide which items can be delegated;
- identify underlying problems within the business as revealed by the communications and decide what should be done.



The exercise lasts 60 minutes but while teams work on their inbox a series of emails trickles in. Emails can be the tyranny of communication. Will teams interrupt their work to deal with emails or will they ignore them? What disciplines will they set up within the group? Will they complete the exercise within the 60 minutes and show good time management?

We can alter the type of documents according to the level of participants and areas to be covered. For example we can include equal opportunity issues, employment law and health and safety.

Key skill areas:

- prioritisation
- delegation
- the role of the manager
- handling the work flow
- dealing with emails
- the urgent and the important
- evaluating staff through their communications

Duration: 2 to 4 hours

Numbers: Any number of teams.

Cost to buy: Buy the game and use it yourself for £250 + VAT (if applicable) and delivery.

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

Users Feedback

"We use InBox both at the outset of management courses - partly as an ice-breaker - and to introduce the concept of how management NVQs work. We used it with first line and middle managers, supervisors and team leaders. It provides a good way of starting discussion and helps establish teamworking practices and consensus seeking."

"InBox fits the bill in our Assessment Centre, particularly for a Planning and Organising competence. It enables us to highlight team managers who potentially have problems with prioritising and delegating."

"InBox is a useful training tool with clear facilitator notes which we use as part of a management development programme for middle managers."

Set Your Objective!

A Northgate Training Game

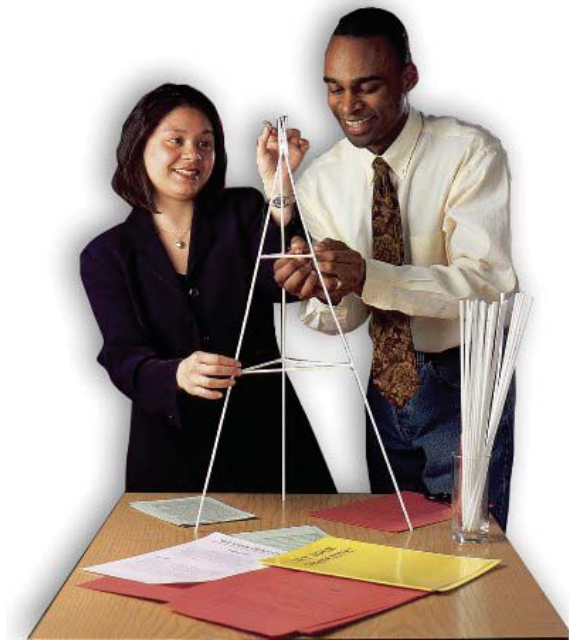
It's Monday morning. You have 40 minutes to set the objectives for your week's tasks - and then just twenty-five minutes to do them! Will you take on too much, too little - or get it just right?

How it works

Teams represent a manager starting the week with a list of tasks. In the initial prioritising phase teams have 40 minutes to decide which tasks they need to complete to achieve their objective.

There's a compulsory, main task requiring the construction of an 'exhibition display model' and they should allow for an unexpected task!

Specific details of the tasks are unavailable at this stage and this ensures the tasks cannot be embarked upon early - but after signing a contract on their chosen tasks, teams receive datacards (with the specific task details) and have twenty-five minutes to achieve their objective!



What it does

Losing sight of the main objective is often the cause of an unsuccessful project. Set Your Objective! is a powerful exercise for demonstrating the importance of completing work on time, in line with the main objective.

Punches home some very important messages about self organisation.

This training activity focuses on:

- setting SMART objectives
- prioritising
- time management
- agreeing targets
- teamwork

Duration: 1.5 hours.

Numbers: Any number of delegates up to 24 (for each business game).

Cost to buy: Buy the game and use it yourself for £250 + VAT (if applicable) and delivery.

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

Users Feedback

"A great learning activity. I will always recommend this - and any of your exercises."

"Well accepted by an experienced team and brought out all the points aimed for."

"Excellent! All groups love Set your Objective!"

Balancing Risk!

A Northgate Training Game

Is your organisation made up of A teams or B teams? This is one way to find out.

See how risk averse your organisation's culture is and find out who can keep the coolest heads. High points seem attractive but getting them is a risky business!

Teams begin with a simple task of matching up a series of 20 advertising slogans to the relevant company. Getting the right match scores points. After 10 minutes teams can ask for additional challenges that also score points. Available for them are 10 Brainstretchers, 10 Numlets, 10 Matchstick Problems and 1 Mega Mindbender.

Teams can ask for as many or as few of the above as they want and can have more at each 10 minute period. The catch is that if they ask for any item and they cannot do it or if they get it wrong they lose penalty points.

It's a risky business! Just how far will they go? The team with the highest number of points wins!

Balancing Risk! is suitable for any team development programme to bring out a host of key learning points about teamwork and team roles, approaches to problems and time management. But it also provides a great opportunity to look at the workload balance.

It's about the balance between taking on too much work and thereby putting oneself under pressure – which in due course adversely affects performance – and being too cautious, and not taking on enough to achieve one's full potential and job satisfaction.

It also can be used very effectively as an assessment tool in recruitment where individual skills, behaviours and attitudes can easily be observed. And because it is a short and lively teamwork activity it also makes an ideal icebreaker

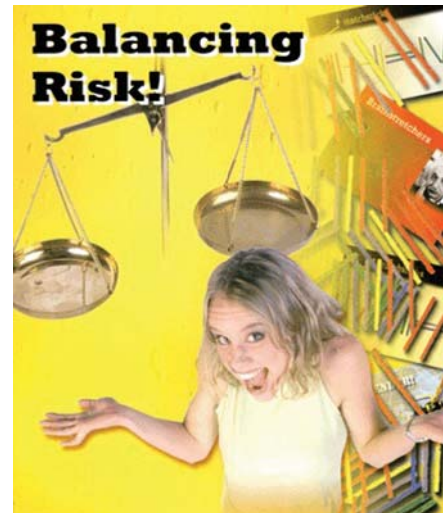
Learning Benefits

- highlights just how risk averse the team is, or isn't
- encourages group discussion on risk assessment
- challenges problem-solving and lateral-thinking abilities
- ideal for team bonding sessions
- fun, light-hearted activity with underlying team lessons

Duration: 1 hour.

Numbers: Up to 4 teams with 3 to 6 participants in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £155 + VAT (if applicable) and delivery.



Users Feedback

"Balancing Risk is a great activity that gets teams thinking about the amount of work they can take on."

"Excellent activity! But our team took too many risks - and paid the price!"

Treasure of Pirate Island

If you want a team building game that involves:

- interactive participation
- silo busting
- lots of communication
- creative thinking
- problem solving and
- great fun.

this game is ideal for you.



Fun treasure game and team cooperation game involving problem solving and creativity. Ideal team building exercise for large numbers at seminars and corporate training events.

The Process

Each team is tasked to find the gold treasure of Pirate Island that was buried many years ago by visiting pirates to an island deep in the Indian Ocean.

Teams are issued with a folder containing instructions on what they need to do to find the treasure. But first, they have 30 minutes to assimilate the information and solve some challenging questions. They are then issued with a map and equipment to complete their tasks.

Effective leaders will recognise the skills within the team and allocate the tasks appropriately.

Each team has information that the others need to solve the tasks so sharing information is vital. But there is a tendency to hide information from the other teams or even tell them lies, in an attempt to 'win.' However, time will show that unless the silos are busted and all teams work together, no one will win! It all makes for a fun game with lots of individual and team development.

Treasure of Pirate Island is an amazing team building game that requires Leadership, Creative Thinking, Problem Solving, Silo Busting, Time Management and Teamwork. Combine all these and add FUN to make it a certain winner for your team event.

Duration: This game lasts for 1.5 to 2 hours.

Numbers: Ideal for groups of 18 to 36 players at a training conferences or corporate events. For more people it is worth running with two or more games simultaneously. We have run this successfully with 110 players.

Cost to buy: Buy the game and use it yourself for £500 + VAT (if applicable) and delivery.

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

Users Feedback

"Running this game with lots of teams and several groups made them work together, which was really lacking when we started the day. Competition was broken down and teamwork took over once they realised that this was the way forward."

"Treasure of Pirate Island was demanding but great fun, thank you. I learnt a lot about teamwork and the importance of communicating with the whole group."

Sleuth!

A Northgate Training Game

Teamwork and good organisational abilities as well as problem-solving skills are required in this murder mystery that is ideal for AwayDays and Conferences where a light-hearted touch (with some underlying messages) is required.

How it works

Sleuth! is a murder mystery for 10 teams so it's ideal for between 30 and 80 participants. There's no dressing up and no actors.

Each team simply represents a character at a country house where a murder has been committed. This means that one of the teams must be the murderer and another one is the accomplice. Their task is to evade detection.

Meanwhile the other eight teams have to identify each other and work together to unmask the villains. There are clues to be solved, interviews to be analysed and leads to follow up. Only through good teamwork and expert problem solving can teams identify the guilty parties and win the day!

Police badges help as any team shown one of these MUST tell the truth. A police whistle is included for the Trainer to keep order and teams have to make hats and facsimiles of the murder weapons to make progress.

What it does

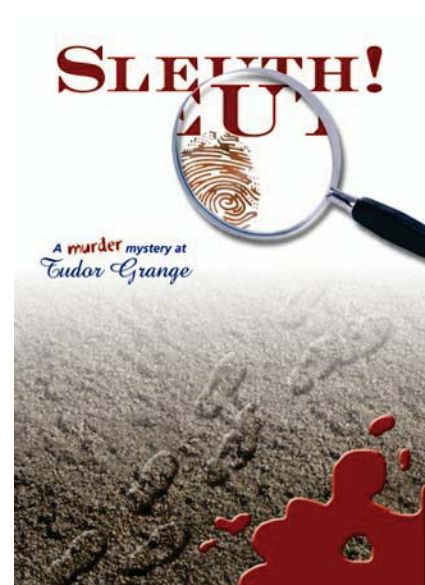
Although predominantly a fun event with lots of opportunity for skulduggery, there are some key management skills that emerge and can be highlighted:

- Issues around trust and cooperation
- The need for clear communications
- Getting the team organised and focused
- Solving problems methodically
- Setting clear objectives
- Monitoring progress and time
- Sharing information with colleagues

Duration: Sleuth! lasts for 2 hours.

Numbers: 7 to 10 teams with 4 to 8 participants in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £1,000 + VAT (if applicable) and delivery.



Users Feedback

“Great exercise! I used SLEUTH as a fun team exercise for a large group of 42 who didn't know each other very well. It made them work together, communicate, share information and consider trust – and there's an element of creativity (some shields were fab!). The 'one team' issue is very important.”

“SLEUTH! provided a hilarious evening which really brought our delegates together and got them talking and laughing. It was a real teamwork challenge - and reflected the fact that at work you don't always know who best to go to for information. Just who can you work alongside? Who, when the chips are down, can you really trust?”

Operation Air Lift

A Northgate Training Game

In just 60 minutes you will get a clear idea of a team's communication and joint problem-solving skills. Excellent vehicle for testing team competencies and individual strengths and weaknesses.

How it works

Teams must co-ordinate an airlift of tents, food and medicines, in various combinations and quantities, to eight isolated villages.



Special crates must be prepared, packed with the correct supplies (represented by different coloured blocks), labelled - and loaded into the cargo hold.

If teams don't match their chosen route with the order in which crates go in the hold, then supplies will be dropped to the wrong villages. The cargo hold is jam-packed so there's only one way to pack it - and limited fuel prevents any re-routing of the flight!

Having solved all aspects of this tough problem, teams fill in their pilot's log, which is entered into the computer to produce a score (although this exercise can be used without a computer).

What it does

An intriguing way to learn a structured approach to problem solving. Teams must define the problem, identify the constraints, set an objective, plan the work and think before acting. They can then allocate the right task to the right person and agree a communication path that keeps all members informed of progress.

Key lessons arising are the need for groups to:

- define the problem
- be aware of the constraints
- set an objective
- plan the work
- think before acting
- structure the process

Duration: Operation Airlift lasts 1.5 hours.

Numbers: Up to 4 teams with 4 to 6 participants in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £350 + VAT (if applicable) and delivery.

Users Feedback

"We used Airlift! on a leadership course with 32 participants aged 24-40. The exercise brought out very clearly the need for teamwork in setting objectives and controlling the work of a group.

The greatest learning points were that any team needs to spend time planning a structured approach to a task and ensuring that everyone is totally clear on what has to be achieved. The exercise proved to be an excellent learning platform and was one of the highlights of the course."

RollaBall

A Northgate game

RollaBall! is a riot! Three teams in different areas or in their own syndicate rooms each have their own team objective. But also, they have an overall objective to achieve.

After just one hour the three teams are brought together to assemble a structure - each team having been responsible for one-third of it. Will it fit together and do the job it is intended for?

During the hour, one person from each team can meet with one person from either of the other two teams to discuss the project. There can never be more than two people at a meeting. Plenty of opportunity there for Chinese Whispers!

Teams can earn construction materials including scissors and paperclips by answering a number of simple questions (the solutions to which the other teams have!).

At the end of 60 minutes they have just five minutes to join the three sections of their construction together and see if the totality works. There is a simple trial to test it. If it doesn't work generous Trainers will allow a three-minute amendment time before a second trial - and either splendid success or abject failure.



Key points:

- Team Roles
- Teamwork
- Listening
- Co-operation
- Planning
- Creativity

Duration: 1 to 1.5 hours, plus a debrief

Numbers: 3 teams with 3 to 7 participants in a team (for each business game).

Cost to buy: Buy the game and use it yourself for £350 + VAT (if applicable) and delivery.

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

Users Feedback

"RollaBall! is a well designed and ready-to-use, cross-functional, teamwork activity that generates many learning points. A very useful activity."

"Excellent - great fun, engaging - just what we needed."

"A fantastic way to finish a six day programme! More games like this please."

Team Shapes

Teams have problems (or opportunities, as we prefer to call them) to overcome which require leadership, a strategy, planning, effective communication and teamwork whilst under the pressure of a critical time constraint.

Team Shapes is an ideal training game which combines all these areas in a challenging but fun activity.

Imagine being given lots of jigsaw pieces without a picture of the completed pieces; how would you assemble the pieces correctly? This is similar to the first problem the team will have to overcome, except all the pieces have straight edges and no obvious corners!



The different pieces are divided amongst the team and they cannot be shown to other team members. The only way they can be matched up is by describing the shapes to each other and carefully listening – but a person describing a star will mean a certain shape to one person and fit a piece they have, whilst another person will see it differently and make it appear like a different shape they have!

Perceptions of the information can lead to confusion, ambiguity and uncertainty. Assumptions are easily made and clarifying the message is essential. Key communication learning points will abound.

It is essential that the team clearly defines the challenge, agree a strategy and work out a plan to overcome it. But the limited time is ticking away, adding pressure to the task.

It is important that everyone is involved or vital clues will be lost. Someone has to take control or over talking occurs and more vital clues are lost.

Team shapes is used to achieve many outcomes. Here are some that we have used it for:

- Illustrating the importance of sharing information to enable the group to achieve a collective goal
- Identifying different learning styles and thinking patterns in a team
- Recognising diversity in teams and how different perceptions can cause misunderstanding
- Helping managers to apply strategic planning for their teams to develop into action
- Identifying and using communication skills particularly for virtual and distance working
- Bringing together different teams to complete a joint project
- Improving performance by involving team members in the development process
- Assessing performance of potential staff at an assessment centre.

Team Shapes is our exciting new training activity that brings out many learning points for small and large teams.

Contents: 20, 30 or 60 quality laminated plastic cards.

Duration: 35 to 45 minutes plus debrief.

Numbers: 4 to 60 delegates.

Cost to buy (including a trainer's manual) to facilitate it yourself:

- 20 card pack for 4 to 20 people £200 + VAT (if applicable) and delivery.
- 30 card pack for 10 to 30 people £220 + VAT (if applicable) and delivery.
- 60 card pack for 20 to 60 people £250 + VAT (if applicable) and delivery.

We will also run this business game for you, please contact us for more information.

Activity kits are a popular part of our business games, training activities and team building events. Delegates enjoy using them indoors or outside.

The Kit consists of two bags of large polypropylene components, activity manuals for the following six teamwork activities and a set of twelve short activities.

Each activity manual comes with the full facilitator's guide, encapsulated participant briefs and reusable review sheets.

They are used for team building and business games offering the following benefits:

- Everyone is engaged mentally, physically and emotionally
- Delegates are challenged, but only where required for learning
- Issues are raised that relate to work
- Enjoyment and stimulation takes place
- Specific training needs are targeted



Over The Bridge

Making a bridge and a vehicle is relatively easy. Establishing and meeting the customer's specification is a different matter.

This two-part activity clearly shows the importance of establishing the client's needs before time, effort and money is spent on development. Part one introduces the concepts, part two provides opportunities to change behaviour and work patterns.

This activity brings out important issues such as:

- making assumptions
- clarifying objectives
- planning
- team skills
- customer focus



Duration: 1.5 to 2.5 hours

Numbers: Up to 2 teams with 3 to 6 delegates in a team (for each kit).

The Kit The Kit consists of two bags of large polypropylene components, activity manuals for the following six teamwork activities and a set of twelve short activities.

Each activity manual comes with the full facilitator's guide, encapsulated participant briefs and reusable review sheets.

Cost to buy: See page 36 for details.

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

Digital Display

Everyone has a task, so looking after yourself first is tempting, and personal achievement satisfying, but what if your success prevents others (and therefore the team) from completing their task?

Working with others is one thing, but undoing your own work to help someone else may be a different matter.

This activity brings out important issues such as:

- individual vs. team needs
- awareness of others' needs
- taking responsibility for the team
- communicating the right thing at the right time

Duration: 1 to 2 hours

Numbers: Up to 2 teams with 4 to 6 delegates in a team (for each kit).



The Frame

Two teams with different parts of the same task are separated by: a door, the knowledge that one team cannot divulge all its information, and different workloads. Pressure and frustration build as effective communications diminish. If only people could step back and think...

This activity brings out important issues such as:

- company versus department objectives
- inter-group working
- involving people in decisions that affect them
- thinking 'outside the box'
- effective communications

Duration: 1.5 to 2.5 hours

Numbers: Up to 2 teams with 3 to 6 delegates in a team (for each kit).

The Kit

The Kit consists of two bags of large polypropylene components, activity manuals for the following six teamwork activities and a set of twelve short activities.

Each activity manual comes with the full facilitator's guide, encapsulated participant briefs and reusable review sheets.

Cost to buy: See page 36 for details.

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



"We all had a great time and thoroughly enjoyed working with you and your team of facilitators."
F. Rahaman - Bechtel

Tower

Inter-team co-operation seems to be the name of the game, but there are problems: teams cannot progress together. No matter how hard teams try one must win unless they settle for mediocrity. Added to this there is always scope for double dealing after deals have been made...

This activity brings out important issues such as:

- openness, honesty and trust
- negotiating
- communicating within and between teams
- win : win
- inter-team rivalry



Duration: 2 to 3 hours

Numbers: Up to 2 teams with 3 to 6 delegates in a team (for each kit).

Rectangle

The task is straightforward (although people may see it differently). The problem is that to succeed everyone who is involved must work together, keep up to date with progress, offer ideas clearly and concisely, listen and respond positively to others.

This activity brings out important issues such as:

- planning before acting
- revising plans as information is received
- recognising others' needs
- listening
- the impact on people of poor communications



Duration: 1.5 to 2.5 hours

Numbers: Up to 2 teams with 3 to 6 delegates in a team (for each kit).

Users Feedback

"The best and most innovative training materials that I have used and they really do WORK."

"The most unusual and effective thing we have done: a microcosm of how people behave at work."

The Trailer

The workers have all the materials and information to complete the task, they just need to be 'pointed in the right direction'. Why do the managers interfere and the workers acquiesce?

Old attitudes like 'managers use their heads, workers their hands' die hard.

This activity brings out important issues such as:

- Leadership
- Empowerment and 'letting go'
- Understanding and accepting the responsibilities of a team member
- Accepting and valuing others' ideas

Duration: 1.5 to 2 hours

Numbers: Up to 2 teams with 3 to 6 delegates in a team (for each kit).



Cost to buy the Activity Kit

The Kit consists of two bags of large polypropylene components, activity manuals for the following six teamwork activities and a set of twelve short activities.

Each activity manual comes with the full facilitator's guide, encapsulated participant briefs and reusable review sheets.

The Complete KIT comes with all six long activities

- Over the Bridge
- Trailer and
- Rectangle
- The Frame
- Tower and
- Digital Display

Plus ten short activities

Cost to buy: £1090 + VAT (if applicable) and delivery for the complete kit.

The Standard KIT incl. 2 holdalls of components and manuals for the following three activities:

- Over the Bridge
- Rectangle
- The Trailer

Cost to buy: £660 + VAT (if applicable) and delivery for the standard kit.

Additional Kit Once you have bought a kit you can buy additional kits (without activity manuals) for £375 + VAT and delivery.

*"If you desire a one year return on your investment,
grow corn.
If you desire a lifetime investment,
grow people."
Carlos Cervantes*

*"The general feedback on our conference was 'one of the best yet!' I think that using starting the day with the Crime Squad really helped relax people into the day and I think they all found the Hotel exercise both challenging and rewarding and having you run the afternoon enabled us to see how the delegates actually worked together. Thanks to you and your team for helping make our conference a success.

The challenge for us is now to come up with something different for next year so any suggestions would be appreciated."
C. Garrett – Selwood*

We design and sell business games and training material for use on our training courses. We also sell and use the best games from other top companies, so we can help you choose the best activity for your needs.

All the games come with full instructions on how to run them, but our support doesn't end with the sale; our training staff can help you with advice and support to run the games.

When you buy a business game from us there is no restricted licence; you can use it as many times as you like.

We will also attend your premises or event and run an activity for you. Please let us know the type of activity you prefer, the number of delegates, and what you would like to achieve. We will suggest a programme for you and quote a realistic price.

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| ● British Energy | ● Kelloggs | ● Smith & Nephew |
| ● BT | ● Lloyds Bank | ● Tesco |
| ● Castrol | ● Maclaren Europe | ● United Biscuits |
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