

# Cubism Game

**This training activity requires team management, leadership and strategy planning. Then problem solving, communication and teamwork play an important part.**

Cubism provides a fast route to powerful and transferable learning. The activity combines two games into one package:

- The Cube Puzzle
- Replica

Both encourage interdependence and the sharing of information within team environments.



## **The Cube Puzzle - How it works**

Three small groups are linked together by a postal service and each group have limited amounts of information in relation to a whole group task. It is essential that communicate effectively with the other groups to establish what their task is and how to fulfil it.

Their success and that of others, depends upon their recognition of their inter-dependence and the integrity and quality of the information that is passed between them.

As they struggle with their own tasks, they may not be aware of the effects which their decisions are having on others.

## **Learning Outcomes**

The Cube Puzzle review highlights issues of trust and support between groups, the establishment and maintenance of effective channels of communication and the effects of competitive or collaborative behaviour within working groups.

- What evidence was there of direction and leadership?
- Do they trust each other?
- How do they manage the decision-making in the small groups and in the larger group?
- Who influences those decisions and how?
- Is information shared or withheld?
- What assumptions are made and acted upon?

Strong feelings may result from this exercise and there is the potential for exploring issues of frustration and blame and the management of potential conflict.

## **Replica - How it works**

Replica requires a team to produce a model made from coloured plastic T-shaped components, which is an exact copy of a model which has been previously assembled and is at a different location.

Team members have limited opportunities to view the original model and have no tools for recording information about it. They are therefore dependent upon careful observation and accurate retention of the information, which is gained during the viewing periods.

Each individual is required to bring back information to the group and to integrate it into the information which is known so far. This requires some personal confidence, particularly if the new information conflicts with that which has been gained previously.

They work under very tight time constraints and the extent to which this pressure affects teamwork, trust and support comes into sharp focus during the drive to make sense of limited and sometimes contradictory information.

### **Learning Outcomes**

Replica looks at several different aspects of the behaviour of teams under conditions of strict regulation and results pressure. It also raises issues of support - how do you deal with individuals who make errors or lack confidence in their own judgement or memory? Can we avoid blame if errors are made? How does the team deal with feelings of frustration or confusion?

The exercise requires effective staff planning:

- Who is confident and skilled in remembering visual information?
- What is the best sequence to use?
- Do we retain people for checking the finished product?

### **Both these training activities can be used:**

- where changes have been made in the department and new staff have arrived
- to bring to the fore that the company is trying to achieve an overall goal
- where departments are working independently – not communicating enough and deadlines are not being met
- to introduce 'no blame' culture.

This training exercise also combines with Shelving and 3-D Polygons to create 'Quality Jam' business mirror simulation.

**Timing:** This business game runs for 60 minutes + debrief

**Numbers:** 3 to 10 participants (for each game).

**Who:** Staff at any level.

**PC required:** One computer (or laptop) and printer required.

**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 £359 + delivery and VAT (if applicable).

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

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