

Minefield

Measure the value of collaboration versus competition



A carefully researched and designed group learning activity from RSVP Design. The activity is supplied with a lightweight magnetic board, a game sheet, a set of magnetic components, full participant briefing instructions, facilitator's manual and a suggested review process, based upon predicted learning outcomes.

Working in 4 small teams, within the same organisation, participants undertake an information-gathering and logic exercise. All the information they acquire has a cost attached. Teams work with a budget, to gather the information they need to complete a task and earn a bonus. Can they optimise team and organisational profits? Minefield offers a tangible, numerical measurement of the effectiveness of inter-team communication and co-operation. Teams applying the lessons from Minefield examine their own 'silo' working and identify ways of maximising the return on their expensively acquired business knowledge.

Minefield is suitable for groups of up to 24 people, lasts approximately 45 minutes, requires no additional resources and can be easily managed by one facilitator. Multiple sets offer a superb conference activity, with the competitive element offering valuable additional learning.

A major UK bank used Minefield in a series of workshops for business managers. Recognising the huge cost to the business of not accessing all the knowledge which exists in different parts of a complex, multi-divisional organisation, they wanted business managers to explore issues around effective Knowledge Management. Over a series of workshops, staff kept 'league tables' of exercise results, demonstrating the bottom-line costs of poor cross-team working and knowledge sharing.

Team members from the United Nations World Food Programme were shocked to recognise that their failure to share information early enough in the exercise led to only 60% efficiency in the exercise. They described this as "donor money being poured down the drain" and went on to explore their own responsibilities in minimising this type of wastage.

'I have found the RSVP Design 'Minefield' tool to be a well designed and flexible tool for helping people understand the essential need for collaboration and communication amongst different teams in order to achieve business goals and priorities. Whilst the key learning is powerfully demonstrated within the exercise, the learning is also fun and having such a practical 'hands on' tool enhances the ability of the trainer to cover different learning styles within the same session. Feedback from participants is consistently positive and I truly believe tools such as Minefield leave an impression long after the training finishes'.

Richard Reid
CSA Learning Designer, Royal Mail



- Competition
- Collaboration
- Knowledge Management
- Information Sharing

What is the cost, in effort, money and time, of a failure to make best use of hard-won organisational knowledge?

To add MINEFIELD to your resource library:

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