

✔ Culture guides the day-to-day working relationships and determines how people communicate within the organization. It also affects decision making to a large extent. For example, a conservative organization tends to make decisions which are less risky and time tested, whereas a growing organization promotes quick but more risky decisions.

The culture is reflected in the way the employees interact and influence each other. This is important for achieving common goals pertaining to the employees. The employees may belong to different departments or even different geographical areas. Our game tries to assess the decision-making and coordination of employees within the team. Since the team sizes are relatively small (up to 5 members), the interaction is rather on a one to one basis, giving the team members equal chance to influence the decision making process.

When team members belong to different departments, it can effectively be used to assess inter departmental coordination. The game can be used to gauge the cultural differences in case of companies operating in different countries. This game and its variants are used in various organizations to study the organizational culture and effectiveness of teams.

No. of participants: 3-4 teams of 5 members each.

Time required: 15-20 minutes.

Required materials: Paper, Pen

How to play:

Initially, 3-4 teams of 5 members are selected from various departments of the organization. The game starts with the coordinator narrating a hypothetical situation.

Each team consists of one senior manager, two engineers and two assistants. Team is assumed to be traveling in a chartered plane. Due to some technical problems, the plane has to make an emergency landing in a desert. Now the team is in a lonely area with no visible signs of life nearby.

A radio message from plane has been sent to the plane base station for the rescue. However, the rescue team will require at least 2 days to locate and save the team. The plane contains ten necessary items required for survival. However, team cannot take out more than five items from the plane.

Following is the list of items available:

1. 10 mineral water bottles.
2. Food supply of 5 persons for two days.
3. Compass
4. Flare signal.
5. Pistol
6. First aid kit.
7. Torch
8. Blankets
9. Alcohol
10. Hand knife

Each team member has to select five items in the order of preference. They will be given 5 minutes to prepare their individual list. Subsequently, whole of the team has to deliberate and come up with a common priority list. The team will be given 15 minutes to prepare the common list. In the end, individual and common lists will be handed over to the coordinator.

Scoring:

The scoring is based on the differences between the priorities given to different selected items by the team collectively and by the team members individually. The score is measured in penalty points, less the score less is the difference between individual and team priorities. Consider the priority list of an individual, for every item on the team list, there can be three different possibilities:

- The individual has given the same priority to the item in his individual list. In this case the penalty score to be counted is zero.
- The individual has not selected the item. In this case, the penalty is 5.

- The individual has selected the item, but given a different priority to the item. The penalty score is the difference between the priorities given in the individual list and the team list.

This is repeated for every item and every member. Finally the cumulative score of the team is taken by adding all the scores of team members. The team with the minimum score is the winner.

Interpretation of score:

The penalty points obtained by a team show the degree of difference in the opinions of various team members. This game can also be used to assess the influence of individual members on the collective decision making process by observing the difference between the penalty score of an individual and the team. The lesser the difference, the more is the influence of the concerned individual.

Variations:

This game can be used for studying inter-culture relationships between various employees. The team members may be from different departments and if possible from different geographical locations.