
Aim of the Game:-

The basic objective of the "Treasure Hunt" game is to introduce the new recruits of the organization to the various aspects and features of the organization, especially its culture. The new employees should learn about the values and beliefs of the organization as well as the ways and means by which it conducts business. It is essential that they understand these features early into their career so that they can contribute to the organization as soon as possible.

Importance and Relevance of Induction Process: -

The induction program is the time to manage the inductees' expectations. It should map individual growth to organizational growth. Induction must be tailored to orient individual recruits according to their needs. Immediate line managers should have a say in the induction process. The Induction process should be properly paced and all the things are needed are to be taught on the first day itself.

What the participants gain

Since the game is team based, the participants learn about team building and delegation of responsibilities in a team. Ideally, they should reach the performing stage in a short time and any differences should be smoothly sorted out. The exercise also helps the new recruits learn about the organization from inside, how it actually functions, what are the customs and practices that have to be followed and what the level of control in the organization is. The aim of the game is to build awareness among the recruits about the culture of the organization through first-hand experience, so that future conflicts are minimized.

What the organization gains

The game facilitates a streamlined induction process, as well as integrates new recruits into the organizational setup. Such activities help to make the transition of new employees into the organizational culture smoother. Also, the skills of the new employees are tested which can help in assigning them suitable roles in the organization.

Background of the Game: -

The Treasure Hunt is meant to be conducted as a part of the induction process for new recruits into a company. Depending on the features of the organization culture, the design of the game would need suitable changes. The game should be conducted within the first week of the employees joining the company so that the benefits of the game are maximized.

Treasure Hunt: -

As a game, Treasure Hunt consists of a set of clues that lead to a prize. The prize can range from a minor gift to a perk/allowance depending on the scale of the game. The clues need to be in form of small tasks or assignments touching the different functional aspects of the organization. The new inductees are divided into teams (preferably two or three) and they are pitted against each other for the game. Only when one clue is solved/ task is completed, the team can move further to the next clue.

The assignments / clues should be such that the individual skills and the group skills are tested equally. The first round of clues would be in a horizontal form, i.e. there will be a number of parallel clues at the same level. The team can choose which clue to crack first depending upon the capability of the team members. E.g. If a team feels that it is stronger in solving a financial clue, it can take it up as its first clue.

Once the different clues in the first level are solved the teams would get a second clue/ assignments from each one of these. Collating these clues the teams would have to solve the second level of the game. Solving the second level would again provide them a clue that would lead them to third and final level. The team solving this level in the best possible manner would be the winner. Levels can be added or deleted depending upon necessity and the number of participants. It can also be constructed around the physical/social structure of the organization, thereby familiarizing the employees with the environment.

A Sample Game and Interpretation (Formal game to follow)

This sample game is played in a business school AAA. The clues will be based on AAA and the participants would have to navigate through the campus, solve the clues and get to finish. Each team would be given a set of rules and a road map to go to the clues one by one.

General Rules: -

1. Teams are not supposed to take help from any other person.
2. The teams are to follow the prescribed route.
3. Each place will either have a person who will have the clue or the clue will be hidden some where and the teams would have to find it out to proceed to next clue.
4. There may be persons on the way who will ask money to tell them either the source of next clue or where the clue is hidden. The teams may decide what to do in such a situation. There will be Marshals every where to judge the actions of the teams under such situations.

The Clues are: -

Clue1:- From where is the guiding philosophy of AAA “Yoga Karmasu Kaushalam” administered?

Clue2: - Knowledge in the Bull Pit?

Clue3: - So near yet so Far, but students still say it’s the BEST?

Clue4: - The abode of the Norse God?

Clue5: - H₂O back to H₂O?

Clue6: - Keeps you fit as a fiddle? Hint (Cricketer’s Envy)

Clue7: - Solve and get the clue - BFLTOKU CYACL

Clue8: - Find the common link - Amit, Sandeep, Ankur

Answers: -

- 1) In front of Director's Office, Administrative Block
- 2) Classroom PGP
- 3) 'F' Hostel
- 4) Computer Center
- 5) Water Treatment Plant
- 6) 'A' Hostel
- 7) Faculty Block
- 8) Mess

The above exercise can be used to check multiple aspects from both individual as well as the organizational level. It stresses upon team skills, communication and decision making. The teams will have to find out the individual strengths and weaknesses and accordingly develop strategies for each clue.

From the organization point of view, the team members are taught about aspects of culture, structure and functional departments. Depending on the ethical stands taken by the teams, the organization can also introduce them to the ideologies and philosophies that guide the day to day activities of the organization.

A Formal Type of Treasure Hunt and Interpretation

For the sample game, we have assumed that the organization is an IT services company, with relatively young staff and flat structure. The recruits are 21- 25 years of age.

Level 0

Clue 1: History and Corporate vision of the organization

The first clue should be easy, acting as an ice breaker for the team. Solving this clue will lead them to a particular place in the organization, where the next clue will be provided.

The subsequent clues are structured in the form of a 'dummy' project. Clues 2, 3, 4 are at the same level and the team has to choose, which clue to take up first.

The information for each clue would be available only with certain individuals in each department, and the team has to seek out such individuals to obtain information. Also, unless the team requests for the information in the procedure followed by the company, they would not be successful.

Level 1:-

Clue 2: Marketing Dept.

Get specifications from the client regarding the platform where the project would be implemented, the software and hardware specifications they have at present and the kind of scalability that they would like to have in this project.

Clue 3: Finance Dept.

Get details regarding funds available for executing the project. The team would also help in preparing the payment schedule and the cash flow of the project. If the project requires capital investment by the organization then the Capital budgeting decision will have to be taken in consultation of the Finance department. This would make them aware about the process in which work is carried out in the organization. This would also involve interacting with people and pushing their project to make it a success.

Clue 4: HR Dept.

Get details regarding the human resource availability in the organization. The project may need people with different technical and functional skills depending upon the requirement of the client in the project. It may also be needed to send people on site for the implementation of the project. This issue would have to be taken up with HR department.

Rather than the work involved, the aim of this level is to facilitate interaction of the recruits with the various departments of the organization. Through such interactions and suitable guidance, the employees can learn the value system and practices of the organization.

Level 2: -

In this level, which is mostly informative, the participants meet the present Team Leaders, Project Leaders and Project Managers and get the operational ideas about the project. Once the different input resources have been collected, these people can guide the team on the implementation part of the project. So based on the interaction with such people in the organization, the team can decide on the

implementation strategy of the project. Here, the individual skills as well as interpersonal skills are brought into play. If the organization has a setup which promotes independent decision making, the participants will be given minimum help, but rather the resources such that they can find out the solution by themselves.

Level 3: -

Once the operational issues are taken care of, the implementation of the project would come in picture. This would be a simulation of the onsite implementation of the project. Two options are given to the team. One would be an easy way, but which will involve compromising on the organization's value system. The other option would be tougher, but by the law. Depending on the response of the team, their ethical stand vis-à-vis the organization can be analyzed. There would have to be proper planning and back up support need to be provided for it from off shore development centre. The corporate practices of the organization are introduced in this stage as in how important are ethical considerations in the business framework and how much leeway do employees have in attaining their goals.

The winning team can be decided on the basis of completion time or maximum efficiency, using parameters like cost, resource utilization etc. The organization can modify the functional details of the game depending on the beliefs and practices it wants to inculcate among the new employees.