

**Use this popular training game as an Ice Breaker; in assessment centres or as an activity to help develop the following key skills:**

- Communication and consensus skills
- Conflict management
- Decision making and problem solving
- Leadership, management and supervising
- Managing meetings
- Influencing and negotiation
- Team development.



## The scenario

You are in Egypt, taking part in an organised trip through the remote part of the White Desert in a specially constructed coach/jeep for use in desert conditions. The vehicle hits an old landmine, killing the driver and the tour guide. No-one else is seriously injured, but the front of the coach has been destroyed.

You are way off track and there are no mobile phone or GPS tracking signals available. The surrounding area is reasonably flat and appears to be rather barren except for occasional cacti. You and your fellow tourists are dressed in shorts and lightweight casuals for Egypt's hot summer months.



With only the clothes you are wearing and 12 items gathered from the wreckage, how will you survive?

## What Happens

First, as individuals, the training game participants decide on a course of action and rate the importance of the 12 items. Then, working as a group, they rate the importance of the 12 items again.

Participants are then given an opportunity to compare how they have ranked the 12 items, individually and as a team, with an expert's opinion. In most cases the team performs better than the individuals.

The group discussion in this training exercise brings out lots of information that is useful for the training session debrief or in an assessment centre setting. For example who:

- took control?
- kept the group in focus and helped set objectives?
- made important contributions?
- suggested ways to solve the problem?
- applied good listening and negotiation skills?
- ensured everyone contributed?
- encouraged participation?
- was negative towards others point of view?
- was prepared to listen to others who had different opinions?
- was prepared to change their stance?
- was determined to walk, no matter what the others wanted?
- put their point across in a convincing way?
- was conscious of the time constraints?
- dealt with the conflict?

## Some of the training areas covered by this game

### Using this training game for assessment centres

Ideal for assessment centres, this training game provides lots of opportunity for assessors to gauge participants' performance against a range of skills criteria, providing a comprehensive and balanced picture of each participant's team working abilities.

### Communication

Listening skills and influencing are key to this activity. There will be an exchange of ideas, feelings, intentions, attitudes, expectations and perceptions - all important areas for effective communication.

### Conflict management

Participants invariably choose different solutions in response to this situation, so conflict develops. Sometimes a participant will say "I don't care what the rest of you are going to do, I am going to ....." How does each participant deal with the conflict?



### Consensus

All participants need to work together to find a mutually acceptable solution (rather than producing a "we-they" situation). They will discover that a key positive of achieving consensus is that no member feels violated or ignored; this results in higher-quality decision making and stronger commitment to the agreed solution.

### Decision making and problem solving

Here are just a few of the many questions participants in the training game will have to answer:

- Should they go for help or should they stay?
- What is our strategy - survival or rescue?
- What items are important for these?
- What are the best options for solving this?
- What should we do when half the group have prioritised an item and the other half want another item?
- We are running out of time; how can we achieve the best result in the time left?

### Influencing and negotiation

Participants will have different ideas and priorities, but as a team they will need to agree on these. If they fail to negotiate a successful solution, lives can be lost! Much negotiation and influencing will be required.

### Leadership, management and supervising

If the participants do not choose a leader/chairperson, there is a need for a natural leader to evolve and take charge. Otherwise they will run out of time and bad decisions will be made. The leader also has to:

- Create a positive, informal atmosphere
- Agree common objectives, targets and standards
- Co-ordinate the teams efforts and provide direction
- Ensure that all team members actively contribute to achieving these goals
- Ensure open communication
- Set an example and managed time effectively
- Supported and motivated.

### Managing Meetings

This training resource is excellent for demonstrating how and how not to chair a meeting effectively, providing useful insight not just for the group leader, but for all participants.

### Team Development

The team will benefit from working on this activity and a debrief which will ask questions such as:

- How do you feel you handled the exercise?
- How well did you organize yourselves at the beginning?
- Did you have a strategy? Did it work? If not, why not?
- What barriers to communication were present?
- What went well for you?
- What did your team do well?
- Where could your team do better?
- What are the key learning points that you can take back in the workplace?

## The Trainer's Role

1. Read through the Trainer's Guide and briefing sheet to ensure you are familiar with the activity and your role as facilitator.
2. Explain to the group the scenario they are going to deal with and ask them to individually rank the items in order of importance. They have 10 minutes to complete this task.
3. When all participants have completed their individual ranking, explain to the participants how to reach a consensus and issue them with a copy of the Consensus Seeking notes.
4. Tell them they have 20 minutes for a small group (up to 45 minutes for a large group) to work as a team and reach a team consensus.
5. Share the expert's opinion with the participants so they can compare it with their individual and team rankings. In most cases the team's score is better than that of individuals i.e. the team's rankings are closer to the experts.
6. Debrief both the individual and group parts of the training game.

### Users' Comments

*"We use this for so many training courses; it is an invaluable training activity."*

*"It is so easy to run and participants reveal a lot about themselves. This 'live data' is so useful for us when debriefing."*

*"We tried this training game at an assessment centre and it worked so well, we use it regularly now."*

**Timing:** 30 minutes to 1 hour plus time for a debrief.

**Numbers:** Unlimited number of people can do this at one time, although we recommend a minimum of 3 and a maximum to 12 participants to work as one team with a facilitator. For example with 20 participants have 2 teams of 10 and 2 facilitators.

**Who:** All staff

**PC required:** None.

**Licence Free:** When you buy this training game, there are no restrictions on the number of times you can use it.

**Cost to buy:** You can buy this game (which includes a trainer's manual) and use it yourself for £180 + delivery and VAT (if applicable).

**PDF Version:** When you buy the game you can have the game emailed to you in PDF format.

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

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