



# DIGITAL ACTIVITIES

TEAM BUILDING



# BAR BUSINESS GAME

TEAM BUILDING - DIGITAL ACTIVITIES



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# WHAT IS IT ?

## **METAPHOR**

The event uses the **bar management** metaphor as an example in which decisions must be consistent with the business situation and preparatory to possible future scenarios. Based on the vision you want to give your company, you will need to make consistent decisions in different operating environments. In the metaphor the city represents the market context.

## **STRUCTURE**

Within this game, each team will have to **manage a bar located in a historic city in competition with other** teams, present in the same city. The decisions may concern different areas of the management of a bar including: personnel choice, advertising elements, choice of target to be addressed, expansion of the offer, etc. Each period of play represents a season of life of the company.

## **OBJECTIVES**

The goal of each group is to be the best in the market in economic terms.

To achieve the objective, the team must carefully **assess the operational choices** taking into account the possible evolutionary scenarios of the city context and assessing the individual levels of decision-making risk.

The underlying objective is to make it clear how to **make decisions consistent with the company's strategic vision.**



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# HOW DOES IT WORK?

## METHODOLOGY

The day takes place completely in remote with **alternation of plenary and business games held in subgroups**. The teacher will present the plenary moments and coordinate the work of the subgroups.

## OUTPUT

The main output is the **ranking** that compares the management results of various virtual companies (groups). There will be a time for discussion on the strategic choices made by the teams.. At the end of the event is also delivered a **debriefing document** that illustrates the main dynamics in the teams.

## TIME

The event takes place in **one day**.

## LOCATION

Through a **web conference platform** chosen from: Microsoft Teams, Zoom, Webex or GoToMeeting.



# COLLABORATION BUSINESS GAME

TEAM BUILDING - DIGITAL ACTIVITIES



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# WHAT IS IT ?

## **METAPHOR**

The event uses the metaphor of a **small company** as a mirror of the dynamics that can be created between different business functions.

## **STRUCTURE**

Within this game, each player will have to **manage a business function** and interact with other members of his group who manage other business areas within the same company. In particular, every function needs some information to operate, available from the other functions, and must negotiate its budget with the finance area. Each period of play represents a month of life of the company.

## **OBJECTIVES**

The aim of each participant is to better manage its business function, making sure that the company of its group is the best in the market. To achieve the goal, the participant must **communicate and collaborate** with your colleagues in order to make all decisions in the best possible way within a set time.

The underlying objective is to bring out how communication and collaboration are **fundamental engines for achieving the result.** Participants will then be urged to develop **listening and fruitful interaction** between people with different goals.



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# HOW DOES IT WORK?

## METHODOLOGY

The day takes place completely in remote with **alternation of plenary and business games held in subgroups**. The teacher will present the plenary moments and coordinate the work of the subgroups.

## OUTPUT

The main output is the **ranking** that compares the management results of various virtual companies (groups). There is also a ranking by company function. At the end of the event is also delivered a **debriefing document** that illustrates the main dynamics in the teams.

## TIME

The event takes place in **one day**.

## LOCATION

Through a **web conference platform** chosen from: Microsoft Teams, Zoom, Webex or GoToMeeting.



# VIRTUAL OCEAN TROPHY

TEAM BUILDING - DIGITAL ACTIVITIES



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# WHAT IS IT ?

## METAPHOR

Virtual Ocean Trophy is an interactive virtual game based on the many **similarities between the corporate world and ocean racing**, used to identify what drives the competitiveness of the project, the performance of the team and what makes the difference between success and team failure of a project. Designed to **gain experience, train and deepen the culture of project management, team management and leadership.**

## STRUCTURE

- a. briefing
- b. division into subgroups
- c. the sub-groups define a strategy
- d. preparation of the boat
- e. race
- f. briefing and feedback on experience
- g. each participant defines an action plan (project work) containing improvement actions



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# WHAT IS IT ?

## OBJECTIVES

Prepare a race boat for a transatlantic race and compete against the other teams. The goal is to **win the race**. Teams must **optimize the performance** of the boat (speed) by managing risks and respecting the budget, keeping in mind that the main indicator of the performance of a boat is its speed. It must be designed by carefully assessing the risks of each technical choice in its preparation. The **equipment** can be modified by purchasing different materials and components such as: bulb weight, foil, classic or wing mast, new sails, crew on board, repair kit, naval architect assistance, etc. Once the boat is prepared you enter the race and you have to keep the performance of the boat at the highest levels making it sail as fast as possible, **taking into account its strengths and weaknesses** compared to the other competitors in the race.

**SKILLS AND THEME EXPLORED during the session** (here some examples, they can be adapted according to the skills to be trained):

**Risk management:** finding the right balance between risks and performance

**Value creation:** define the value and focus on the value drivers

**Quality decisions :** making the right decisions

**Efficiency:** organizing for success



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# HOW DOES IT WORK?

## **METHODOLOGY**

### **During the boat preparation phase:**

- Defining objectives and identifying challenges
- What key decisions need to be made to overcome challenges and how to make the right decisions
- Managing risks and uncertainty
- Achieve competitiveness by balancing performance with reliability

### **During the race:**

- Experience how good the preparation was through the speed of your boat compared to other boats
- The software will cause accidents related to the risk profile of the boats
- Teams that have made the right design decisions and manage risks better will perform better



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# HOW DOES IT WORK?

## **After the race:**

- The performance of the boats is analyzed. Best practices that have led to better performance are identified, lessons from poor performance are discussed, and the connection with their work environment is established to integrate the gaming experience into it.
- No sailing knowledge is required to participate successfully in the game. However, you need to work together efficiently and make effective use of the information you have and the resources in your team to make quality decisions.

Each group will be divided into teams in order to have at least 3 boats in the race.

## **OUTPUT**

We have put in fact a methodology that allows individual participants and/ or teams to generate at the end of the session an output (**project work**) containing actions to be implemented in the daily. Our methodology provides before and after the activity an involvement of participants that allows:

- Exercise of self-diagnosis and accurate awareness
- Help in recognizing and placing the themes of the training experience in one's professional daily life
- Guided solicitations in experimenting with classroom-focused behaviors and goals in one's professional environment



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# HOW DOES IT WORK?

## **PRE WORK (VIRTUAL):**

This moment allows to **increase awareness and self-diagnosis on the possession and the exercise of managerial skills.** A pre-work activity is therefore an extremely useful moment of individual preparation and reflection for:

- Generating attention and concentration towards the training that will be proposed
- Creating the premises of classroom work and commitment to the required change
- Producing an experience to bring to the classroom to connect the training work with the reality of each

The proposed pre-work activity must know how to mix in a balanced way: the amount of effort and commitment required (time to devote), the benefits perceived by the participants in relation to the effort required of them and the training quality of the pre-work activity proposal

## **POST WORK (VIRTUAL):**

Once experience has been gained, it is essential to be concerned about **how this can be applied effectively in the processes and behaviors addressed in daily work.** The importance of this **transfer and anchoring of learning in work** is central, and therefore requires being aware and facilitated.

In order to facilitate and support this step it is planned to engage participants, during their daily work experience post-event, in the implementation of activities, explorations and changes consistent with the contents of the course and useful for consolidating them.



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# HOW DOES IT WORK?

In particular, it will help participants in a **re-reading of their own way of being and acting**, which will achieve:

- Awareness of the breadth of its vision on the process and content to govern for the success of objectives
- Awareness of skills models and their application
- Experimentation of working methods and methodologies identified during the course

## TIME

The event takes place in **one day**, 3 hours in the morning and 3 hours in the afternoon.

## LOCATION

Through a **web conference platform** chosen from: Microsoft Teams, Zoom, Webex or GoToMeeting.

Remote activity can be carried out in two ways:

1. Each participant in a different location, equipped with an internet terminal, a computer and an access account to the platform
2. The participants meet in one place, with an internet terminal, a computer and a platform access account for each team (subgroup).

MORE THAN UNEXPECTED



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