

# Leadership Simulation

When you entered the room, you received a card with a group name and role—i.e. Team 1: Director. Look around the room—you will find your group name displayed on a piece of poster paper. When we say so, go to your group name location.

Each group will be broken out into groups of five according to the roles below. The goal of this activity is to work as a team to replicate a model as exactly as possible. The trick is that each person plays a specific role in the activity to make the skills of communication, delegation, and management critical to your success. Here's how it works:

**The Director** is given a drawing on a piece of grid paper, and is the only person who can see the drawing. It is the Director's job to give clear and specific instructions to the Runner, so that the Drawer can make an exact replica of the drawing. These instructions can be written or verbal, but cannot include any drawings or photos.

**The Runner** listens to the Director's instructions and runs to a different part of the room to where the Drawer is sitting. The Runner then passes on the instructions to the Drawer. Neither the Runner nor the Drawer can ever see the original drawing. The Runner can make as many trips back and forth between the Director and Drawer as needed so long as it is within the time allowed for the exercise.

**The Builders** listen to the Runner's instructions and build the object to the best of their ability based on the instructions given. The Builders are the only people who can see the replica model. The Runner is not allowed to see either the original or replica drawing, only passing on instructions.

**The Observer** watches and records all aspects of the game and makes notes about what works, what doesn't work, and how people behaved under pressure etc., to pass onto the group later in the debrief.

**Each group will have 20 minutes to complete their drawings.**

Teams can use any communication system they want in order to complete the activity, as long as the Runner never sees either drawing, the Director only sees the original, and the Builders only see the replica.

At the end of 20 minutes, each group will have 7 minutes to debrief their results. The Observer will lead the discussion based on the notes they took during the activity—they will analyze where they made mistakes, how they could improve them, and where the successes and challenges came from in the game.