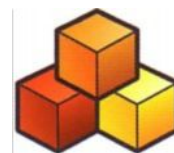




**IOL (UK) Limited & Northgate Training**  
EXERCISES, GAMES & SIMULATIONS FOR MANAGEMENT DEVELOPMENT



# MONTEZUMA'S REVENGE

An exercise in teamwork and co-operation

## CAN TEAMS WORK TOGETHER TO ACHIEVE SUCCESS?

### KEY POINTS

#### SKILL FOCUS:

- Problem solving
- Sharing Information
- Working as a global team
- Open communication
- Helping others
- Setting objectives
- Teamwork and planning

#### NUMBERS:

- 3 teams, with up to 8 per team

#### TARGET AUDIENCE:

- Can be used at any level

#### TIMING:

- 1.5 hours

Why is it that people who should be working *together* can be so reluctant to cooperate with each other?

All too often, different departments within an organisation develop into competing units rather than working together as *one whole team*. The real rivals are the other organisations in the market place, not the people upstairs!

In a fun and creative way, Montezuma's Revenge helps organisations recognise the competitive elements of group behaviour, why they occur and how they can be channelled into helping rather than hindering an organisation.

**COST** £395 plus delivery and VAT

### SUMMARY

**Montezuma's Revenge** is designed for THREE TEAMS (with up to eight people in a team). Each receives:

- A Team Brief
- A Sketch Map
- Gold Bars
- Resource Cards (rope, boats, lanterns etc)
- Montezuma's Questions.

Montezuma, a notorious Mexican bandit, has just died and teams represent his followers who have split into three rival groups.

Their objective is to find Montezuma's hidden treasure. To do so they need to solve clues he has left, discover the combination to the treasure chest and collect enough resources and railway track to reach the treasure.

Teams always begin by working desperately at the clues and trying to solve Montezuma's questions.

The more thoughtful participants soon realise that on their own they don't have enough resources -and they are getting too many wrong answers to the questions. If only all three teams worked *together* they could maximise their resources and share the problem solving.

By working *alone* teams are guaranteed to fail – and will gain nothing. By working together they can all have a share in the prize – Montezuma's treasure!

The exercise pulls no punches and teams are not misled into thinking they must compete against each other. On the Team Brief is printed Montezuma's last words about his followers:

***“They are fools. They know nothing of teamwork. They will split into independent groups and fight each other for the gold!”*** Montezuma's last words.

# MONTEZUMA'S REVENGE

## WHAT TO DO

1. Set up ONE computer & printer. All three teams use the one computer, using PIN numbers for access – to get advice, input answers to Montezuma's Questions and check possible treasure locations.
2. Introduce the exercise (using the Powerpoint presentation). Issue **Team Briefs, Sketch Maps, Montezuma's Questions and other items**.
3. Teams know that one of the villages on the map contains the treasure. So one task is to identify the village. Another is to answer Montezuma's questions. Each correct answer gains a piece of railway track. The gold is hidden deep in a mineshaft and in order to get it to the surface teams have to rebuild a small disused railway.
4. Teams also need to acquire some key resources. No single team has enough to do the job on its own (using the **Black Market** is an option - but it will cost gold bars).
5. Just how long will it take to realise the need to work together as a **whole** team - to appoint representatives, to share information and ideas? By working together teams will gain a **boat** to get to the treasure island, **track** to build the railway, **lanterns** and **rope** to haul out the treasure. Will they succeed!
6. Conduct a Debrief, again with the aid of the Powerpoint presentation, and draw out all the lessons. Move from what happened within the scenario of the game to comparisons with what happens back at work. How can teamwork and communication techniques be reformed to take account of the lessons arising from the session. Full **Trainer's Notes** on how to run and debrief a session are included in the pack.

## TO ORDER

### Montezuma's Revenge

please contact:

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