



Spanish Gold!



An activity for **LARGE** numbers (25 to 60 participants, or more!)

Ideal for special events such as conferences and awaydays this **high-spirited activity** is about teamwork, problem-solving, cooperation and trust. Teams, following pieces of information and clues are searching for the treasure of a sunken galleon, *The Black Swan*. There are obstacles in their way and time is not on their side - but between them teams hold all the means to overcome the odds - but will all teams work together to achieve a win/win outcome?

Training Benefits this activity demonstrates...

- *the vital importance of good team skills.
- * the need for teams to have a clear overview of the whole task; the need to prioritise and plan in order to achieve.
- *the importance of freely sharing information and fully cooperating with other teams in the organisation (an antidote to rivalry between different teams or departments at work).
- *the need for clear communication within and between teams, a problem-solving strategy and an attention to detail that pays dividends in the long term.



- ▶ **Timing** 1.5 hours
- ▶ **Participants** up to 10 teams of 4-6 people (for bigger numbers please ask for a quotation)
- ▶ **Price** £1000 plus delivery and VAT

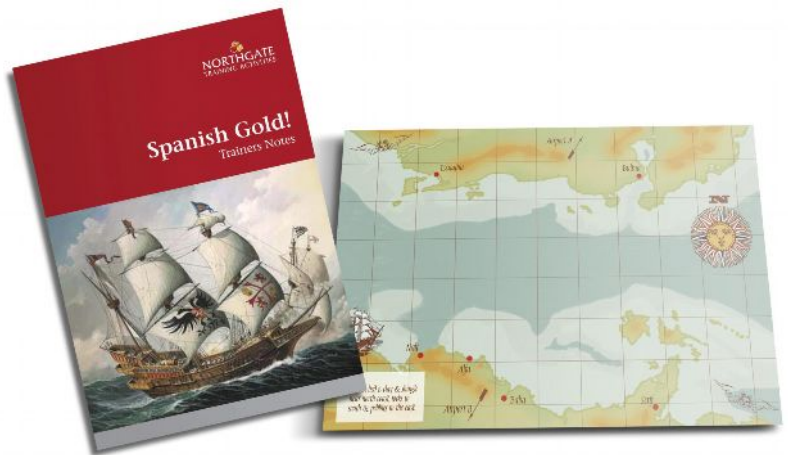
Scenario

A Spanish galleon laden with gold coin and jewels lies at the bottom of the sea. Each team has a budget of \$2 million with which to fund an expedition to locate the wreck and recover the estimated \$50 million treasure. All they need is a base port, a submersible, the location of the wreck on their ancient chart and the location of the treasure on the wreck. In addition, there are several other tasks and problems to be solved along the way before the treasure is theirs.

In one sense there's really no problem as between them teams taking part have ALL the information they need. They are told this in their brief but the question is will they take proper note and share information? If they do, how can they be sure they won't be double-crossed? After all, there's \$50 million at stake!!

First to be realised is that the cost of hiring a submersible is far beyond the budget of any one team so for that point alone teams will need to merge at some levels....but what level will that be?

The activity has a tendency to reflect the culture of the organisation taking part! If your organisation pays good attention to ethics, honesty and projects a culture of everyone working together for the common good - then this activity could be a walkover! If on the other hand your organisation has a tendency to be a hotbed of mistrust, chicanery, internal rivalry, and misinformation then stand by for fireworks!



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What Happens?

Invariably teams start by thinking they can win the treasure for themselves and tend to go straight into competitive mode (even though the brief tells them they'll have to work together). Sooner or later it dawns that they need information from each other. The question now is how will they approach this realisation?

As well as the various strands in the task teams need to plan an overall strategy for interacting with other teams - tricky - but they do have three options: a postal system, a representative visiting other teams, and full scale meetings. So how will they use them?

Because there's a lot to do teams need objectives, a plan, team roles, leadership, priorities, attention to detail and an ethical stance. Once they have all the information the rest is plain sailing - it's not the task that is difficult but the process.

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What to Do

- 1 After a brief introduction (see *Trainer's Notes*) divide the group into six, seven, eight or ideally 10 teams. Issue each with a **Team Folder** (plus colour card, scissors and tape, all supplied in pack, for constructing essential 'post boxes').
- 2 Allow teams to study the materials: a brief, chart, clues, deck plans, tasks and recovery data.
- 3 Observe teams. Note who constructs their posting box first and how they are used during the first 30 minutes. Note each team's progress and how they work both within their own team and with other teams.

Approaches will vary widely – from those demonstrating sheer dishonesty to others trying to persuade *everyone* to pull together! A crucial point to stress at the Debrief is the way a whole host of problems at work simply disappear if there is more trust, more sharing of information and more cooperation rather than inter-departmental rivalry, holding onto knowledge and competing with people who are actually on the same side!

4 After 60 minutes, remind teams they have 30 minutes left - it concentrates minds. Stand by to receive order and payment for the hire of the submersible(s). Hand out the **Recovery Details** forms, to complete when ready.

6 At the deadline, stop the teams and review what happened. Conduct the debrief (*Trainer's Notes* provides guidance plus your observation notes) and consolidate the learning points, relating what happened to what happens back at work.

7 Announce winners and award winners 'cheque'.

To Order please contact

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