

Motivation ♦ Team Management

Teamwork is a board game designed to illustrate the different factors which motivate individuals, and the types of reward which are appropriate to each. Players build a team from a pool of diverse characters, exploring how they can incentivise them to perform at their best. Using known motivators from the study of industrial psychology, the game shows how effective getting the reward mix right is, and what the pitfalls are when the needs of team members conflict.

Objectives

Participants will be able to:

- Identify the sources of individual motivation.
- Recognise these motivators in their team members.
- Match individuals with appropriate tasks and rewards.
- Successfully build a diverse and balanced team.



How it works

Players are given information on the skills and motivation of a pool of fictional characters. Working collaboratively, their task is to select what they think will be the most successful project team made up of four employees. They then have to formulate a reward strategy for each team member, selecting from motivating factors such as money, instruction, professional freedom, and responsibility. However, there are rules which restrict the mix of rewards that can be offered, and as in real life the needs of team players may conflict. For example using 'Power' to motivate one extrovert character would reduce the players' ability to select 'Professional Freedom' for another team member. Points are scored by successfully matching characters to rewards, thereby maximising the achievement potential of the Project Team. In each successive round players are able to experiment with the mix of rewards, learning more about each character and so increasing the overall effectiveness of the team.

What participants will be doing

Players will consider the motivation of the imaginary staff as described in the game scenario, then place counters on the game board to show the reward strategy they will adopt towards each individual to achieve the best performance out of the team. Successive rounds allow them to adjust the reward mix as more is learned about the staff, with the winning team being the one that ultimately achieves the highest overall efficiency rating.

For what levels is it appropriate?

All managers who have some control over the physical and psychological rewards that affect human performance. All students of business and management.

Duration

Between one and two hours, including discussion time.

The package

Includes tutor manual, player instructions, boards, tokens and all supporting documentation. This re-usable activity costs £230.00 plus VAT and postage.