

Module 7 v Activity 14 v ORGANIZATIONAL SKILLS

Activity: Make Changes or Lose Your Marbles!

Materials Needed: Ten to twelve marbles (or beads or checkers) in two different colors for each team; an empty box or container to hold all the marbles; a paper bag, a blank sheet of paper, and a pencil for each team.

Directions:

1. Place approximately ten to twelve marbles (or beads or checkers) times the number of teams in an empty box or container.
2. Instruct participants to form teams of up to five members each (the minimum number of teams required is two). Explain that teams will compete against each other in sets of two (or three) teams.
3. Distribute a blank sheet of paper, a pencil, and a paper bag to each participating team.

Explain that teams will predict the selection of marble sets from their opponents based on preliminary data. The resulting information may change as acquisitions occur, and each team will be given a brief period of time between plays to discuss decisions. Teams may use the paper and pencils to take notes during play.

4. One at a time, have each team choose eight marbles, in any color combination, from the large container. Each team will place the selected marbles in its own paper bag. One team will then tell the other competing team the number and color of the marbles in its bag; for example, "five red and three black." One team will be selected from each competing set of two to three groups to start the activity. Explain that each team, in turn, is to draw two marbles at a time from the other team's bag, but first it must predict the colors that will be drawn. Team members may discuss their strategy before proceeding with the next play. If a guess is wrong, the marbles are returned to the opposing team's bag. If the guess is correct, the guessing team keeps the marbles it drew and adds them to its own bag. Explain that a team must win all the other team's marbles in order to win the game, or the facilitator may determine a set time of play with

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the winning team being the one that possesses the most marbles at the end of the allotted time.

5. Signal for the activity to begin. Stop play at the predetermined time or when the first team acquires all of its opponent's marbles. Announce the winning team.

Follow-Up Discussion:
(Answers May Vary)

This game deals with probability: the understanding of chance, greater or lesser likelihood, necessity, impossibility and equal odds.

- ◆ How did teams decide what predictions to make?
- ◆ How can we use this type of information (probability) in judging what risks to take?
- ◆ What effect did the changing composition of marbles have on your decision-making strategy?
- ◆ How can we relate this to change that occurs in the workplace? (*conditions, change, flexibility needed, review of current situations in terms of past, etc.*)