

Two different activities in one box!

T-trade was developed at the request of Professor George Kohlrieser of IMD in Switzerland, to give senior delegates on a high level Negotiation Skills programme a practical negotiation in which they could apply the specific skills he was teaching.

The exercise, which involves face-to-face individual and team negotiations over a series of meetings, demands that three teams build relationships which will survive the challenges of the negotiation process whilst working to achieve their own team goals. They negotiate to build complex, multi-coloured cubes which have different values. Exchanging, buying and selling components, they seek to set up deals that will allow them to maximise the return from their resources.



T-trade is an extended exercise lasting 90 minutes, plus set up and review time. A full two hour session is required to maximise the learning available in the exercise.

It is ideal for groups of between 12 and 18 people and multiple exercises can run in parallel.

T-trade involves three 'rounds' of meetings between teams negotiating to acquire resources (the coloured T-shaped components pictured here) that will enable them to build valuable products. Each team has a catalogue of products and a limited range of resources at the start of the exercise. After defining their team strategy they negotiate for the resources they need to optimise their 'profits'.

T-trade is a high pressure and competitive activity, against the clock, in which rapid decisions have to be made. These decisions, and associated behaviours, may have a significant impact on the longer-term results.

"In an hour and half, T-trade provides an opportunity to discover and analyse the success factors of negotiation. The rules are quickly explained and teams are immediately in action. The first round of negotiation clearly demonstrates the need to discover others' needs and expectations, and rapidly creates a climate of trust. The second and third rounds reward teams that can develop win-win relationships to maximise results. A vital and enlightening experience for any sales person or manager. Simple but not simplistic. An imaginary world but very real discoveries. Fun but also serious and lasting learnings."

Guy Bergeaud, Eagles Flight, France

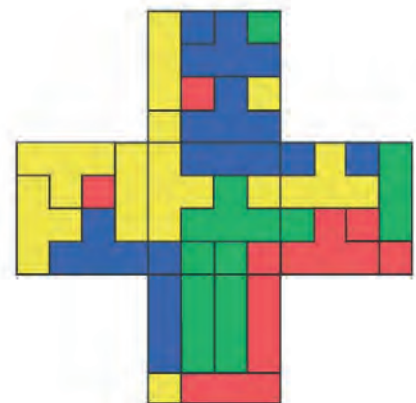
Post-iT: a second complete activity

A more collaborative, cross-team challenge

Included in the T-trade toolbox is a complete second exercise!

Post-iT explores inter-team and remote working and requires trust building and communication against a background of uncertainty.

Three separate teams, with restricted communication, need to work collaboratively to ensure that each team can achieve its own task by the exercise deadline. However, they need to influence each other to co-operate and seek the optimum solution. As in T-trade, potential conflict does exist as a feature of the exercise design and strong emotions can emerge. Sufficient resources are included to run 2x parallel sessions of Post-iT.



To add T-TRADE to your resource library, contact Kim Harvey on +44 141 561 0387 or via the RSVP Design website: www.rsvpdesign.co.uk