

# THE TEAM LEADER'S PLAN

You are responsible for your group's success. While each of the players has confidential instructions to do the best he or she can for their roles, your job is to help the whole group work well together to reach the best unanimous solution to the Challenge. (They must all vote "yes" for anyone to win.) YOU SHOULD ALSO TRY TO GET THE OTHER PLAYERS TO STAY IN THEIR ROLES IF THEY SEEM TO BE HAVING TROUBLE DOING THAT. Here is how you fulfill your responsibility.

- 1. PREPARATIONS** First, check to make sure everyone is familiar with the Challenge card which describes the players' common challenge, their individual Secrets card.
- 2. TIME KEEPING** The Announcer will tell everyone when they can start solving the Challenge, when it is time to move on to the next stage of the negotiation and when the sixty minute time limit for reaching a unanimous agreement is up. He will also project on an overhead projector the 7 steps that the players should take to solve the Challenge.
- 3. INTRODUCTIONS** (1 minute each) Once you begin, invite each player, one at a time starting to your immediate left, to introduce him or herself to the group for one minute. Ideally, the players should tell the others what role they are playing in the game and something about what they want regarding solving the Challenge. Keep them moving on schedule. After listening to the Introductions, you should try to summarize what the players appear to have in common before moving on to the next step.
- 4. GROUP PLANNING** (5 minutes) For the next five minutes lead a discussion of what issues the players feel they must address during the game in order to reach a unanimous solution and what ground rules they want to use when playing the game. Examples of ground rules include: a "no interruption" rule, a "no sarcasm" rule, a "no lying" rule or an "everyone gets to contribute" rule. Keep your group moving.
- 5. CLUE SHARING** (10 minutes) For the next ten minutes you should lead a discussion of what information the players want to share from their confidential Secrets cards. The best use of the group's time is for you to record a list of all their important interests that must be satisfied by the final solution and all the important confidential facts they know about the situation they are in. Keep your group moving.
- 6. MATCHING UP** (5 minutes) For the next five minutes, try to summarize what the players appear to have in common, i.e. their shared interests, standards of fairness or factual assumptions about the dilemma they face. Ask the players for additional ideas and whether they agree with your summary. Keep your group moving.
- 7. BRAINSTORMING** (10 minutes) For the next ten minutes, lead a "brainstorming" session for creative options to include in the final solution to the Challenge. Try to get the players to suggest ideas without judging them first until the list is complete. Assure them that they will get to judge these ideas later. You ought to write down their ideas on a piece of paper so you can summarize them later. Keep your group moving.
- 8. BARGAINING** (10 minutes) Before beginning bargaining for the next ten minutes, ask the group to stop for a minute to review what ideas from the "brainstorming" session they might want to include in their proposed solutions. Try to get them to include their best brainstormed ideas in their proposals and try to move the players toward consensus. Try to get them to propose multi-option proposals rather than going issue by issue. Keep your group moving.
- 9. FINALIZE** (10 minutes) For the final ten minutes, try to pin down exactly what the players have agreed to and push them to reach an agreement before time runs out. Check to see how close they are to an agreement at the beginning of this step. Only those provisions to which everyone has agreed before the deadline can be used to compute a player's score. You must be satisfied that everyone has agreed to this provision or it can't be included in the score. You can also try to improve the solution at no one's expense before time runs out. Keep your group moving. They must have a unanimous agreement before the deadline for anyone to win.
- 10. SCORE AND DEBRIEF** If the players reach an agreement they all vote "yes" for before the deadline, they are eligible to "win". The player with the most points at the end of the game is the Winner. Players can earn points toward winning by comparing the terms of the final agreement with the points on their Secrets cards. They earn points regardless of whose idea it was that was included in the final agreement as long as the provision is valuable to their role. Once each player has computed his or her score, you should have each one tell the rest of the group: 1. their score; 2. their bottom line; and 3. for what they claim to have earned points. You are the final judge if there is a dispute about whether a player legitimately earned the points he or she is claiming.