

“Hitting the Target” – Business Value in Mission-Focused Organizations

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Simulation Materials:

- Basic Rules
- Organization Profile
- Goals
- Recorder Rules
- A blank chart sheet
- Collection of possible New Rules
- A lot of dice
- 3 pens of different colors

Simulation Setup:

- Organize into groups of 5 to 7 participants
- Select one person from your group to be the recorder
- Give each participant except the recorder 3 dice
- Review these rules

Simulation – We will play two rounds:

Each group represents the organization described on your Organization Profile card. Most of the participants in each group will roll dice to represent the work of the organization. The recorder in each group will capture how the organization performs. The baseline for how your organization performs is described on the Basic Rules card

- To start each round, select ONE of the candidate New Rule cards for your team, i.e. an improvement for how your organization can perform. Note on which turn the new rule will take effect
- The group complete ten turns of work. In each turn each of the non-recorder participants will roll the dice and note how many of the organization’s goals were met, and share them with the recorder.
- On the turn that the New Rule becomes available, participants can start using that new capability through the rest of that turn, and all remaining turns
- The recorder will plot the data on the chart sheet after every 5th turn, i.e. twice a round
- At the end the round, discuss your observations about the round, and any parallels you might observe between the game and your actual work

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