



Stonehenge Plus!

Boost your teams' negotiation skills as they compete to build Stonehenge!

- 1 hour + debrief**
- 12-24** (4 teams of 3-6 per team)
- For staff at any level**
- No computer required**
- 495 ex VAT**



Learning objectives

- the basics of negotiating and bartering
- to plan a negotiating strategy
- to set clear objectives that everyone understands
- to respond flexibly to changing conditions
- to be assertive and use influencing skills
- to break down natural barriers to work as a unified team

About the activity

Our classic bargaining activity, recently revised and updated – and packed with even more learning.

Teams must assemble a model of Stonehenge from wooden blocks. Each team is issued with the right number and shape of blocks, but they are a mix of four colours, and their model must be in a single colour. Teams can buy or swap blocks with other teams or the Facilitator, but cash is limited. Which block colour will they choose? Do any other teams want that same colour? Do they, in the mix of blocks, have the very piece – shape as well as colour – that another team is seeking?

At the start, teams allocate members very specific roles to structure the process: Manager, Negotiator, Buyer, Accountant and Surveyor. They need to work effectively as a joint team and their first task is to build a 'construction cover' to shield their model from prying eyes and industrial espionage so other teams are in the dark about what colour a team has chosen and what blocks they need to obtain from others!

Teams have 20 minutes to plan a strategy. Then teams negotiate with other teams, barter for pieces and amend their plan as necessary (for example, if they find they are competing for the same blocks). The winner is decided by a combination of the time taken to build Stonehenge and the amount of money teams have retained. More money left indicates their bargaining skills have been of a high level as they have not had to resort to purchasing. A fun activity with a serious message.

Pack contents

- Trainer's Notes
- Team Briefing sheets
- PowerPoint presentation
- Sets of wooden blocks (4 colours)
- Druids Bank Cash
- Sticky tape, scissors & A4 card

This activity is for face-to-face training. It is supplied as a hard copy pack and the digital files are supplied via the Northgate Trainerhub.

Five-year licence

This Northgate training activity comes with a five-year licence for repeat use with up to 24 participants. A licence is required for each site (or remote hub). To use with larger groups or for multiple site licences please contact us for a quote.

Ideally suited to

Introducing the basic principles of negotiation and the art of compromise. Also useful for teamwork, planning and interpersonal skills.

Stonehenge Plus!

FACTSHEET

Customer reviews

” Thanks Northgate - Stonehenge Plus! was *brilliant fun!* We used it on a 'Negotiating through Influence & Persuasion' course. There were some crafty tactics at play to secure a win at all costs! Lots of *lightbulb moments* and learning afterwards. *We're looking forward to running it again!*

Sarah Ode, Leadership & Management Specialist, Potential Unearthed

” Stonehenge Plus! is an *enjoyable and stimulating* negotiation activity. It encouraged many things including the need to work in a collaborative way - and it was *fun and easy to facilitate!*

Maria McGrath, Head of Learning & Development, Seashell Trust



Trainer's role (full guidance supplied in Trainer's Notes)

- Divide participants into four teams. Issue the Team Briefs, a mix of wood blocks (as instructed in the Trainer's Notes), some 'cash' and a set of building resources.
- Allow teams time to study the briefs, allocate team roles and plan a strategy.
- After 15 minutes start the negotiation phase (45 mins). Buyers now come to you for information and to buy blocks, negotiators start negotiating, architects start building a screen etc.
- Observe teams in action but do not get involved other than in your given role within the game.
- At the end of the activity, each team presents their model (or part-model) and bankers announce their final cash balance. Check honesty if necessary!
- The winning team at the end is the one with a complete model plus the highest bank balance.
- Lead a discussion on team performances and learning outcomes. Did they allocate team roles well, plan a good strategy and develop a fall-back plan? Were they prepared to compromise? Did they work as a team and did the manager do his/her job well? Were their tactics honourable?
- What were their strengths and where could they improve their negotiations?

Northgate says...

Teams have to be flexible, agile and willing to change! Can teams rise to the challenge - or will they get bogged down? Double-dealing, lies and cheating are never far away. One Trainer reported that the worst action witnessed was when one team 'stole' a piece from another team. Provided a great discussion point!

Ordering is easy!

📄 northgatetraining.co.uk

☎ +44 (0)1225 484990

✉ sales@northgatetraining.co.uk

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Our guarantee

If you are not 100% happy we offer a 30-day no-quibble returns service on unused goods.



Northgate customers

