



# The Empowerment Game

# FACTSHEET

This activity gets to grips with what empowerment is all about and stimulates huge amounts of useful discussion.

- 1 hour + debrief**
- 3-12** (1 or 2 teams of 3-6 per team)
- For staff at any level**
- No computer required**
- 450 ex VAT per licence**



## THE EMPOWERMENT GAME

Empowering staff means greater productivity!

Pack contents



## Learning objectives

- to raise awareness of empowerment
- to highlight the benefits of empowerment - for both staff and the organisation
- to identify possible downsides of empowerment
- to explore how empowerment works
- to review empowerment in action



## About the activity

Using dice and playing pieces, players move around a game board. They pick up cards from the board and read out the statement. It will address an aspect of empowerment, for the whole team to discuss. Views are aired, knowledge shared and ideas proposed.

When a decision is agreed, players use orange counters to record their response on the board. There is also a printed Response Form on which teams can make notes (useful at the debrief). There are three types of card:

- **True/False** cards help identify what empowerment is about - and what it is not about.
- **At Work** cards describe a series of scenarios from real life which relate to empowerment. There are a number of possible options for teams to decide which is best and if they come up with an alternative idea, they note it down.
- **Would you...?** cards put teams in the role of setting company policy. Each card contains details of what an organisation might do to empower staff, for example, "Would you allow staff to bring dogs to work?". Teams must consider the pros and cons of these policy ideas and decide 'Yes' or 'No'. What players don't know is that all these cards describe successful policies, adopted by real organisations, to empower staff.

There's an exception when a player lands on a square containing a 'X'. That player alone is now empowered to voice his or her views on the statement before it is thrown open for general discussion.

The cards structure provides a self-teaching format where everyone contributes and also gains knowledge and understanding. Teams discover the all-round importance of empowerment, ways to implement it and the positive results for both the staff and the organisation.

## Pack contents

- Trainer's Notes
- PowerPoint
- Game Boards x2
- Playing Pieces
- True or False Cards
- Would You...? Cards
- At Work Cards
- Key Points Handout

This activity is for face-to-face training. It is supplied as a hard copy pack & 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 12 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

Encourage discussion around this key topic in a memorable way. Teams make their decisions on the board using counters, so they have a visual display of their choices which helps at the debrief.

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## Customer reviews



The Empowerment Game was truly *thought provoking* and made me think of empowerment in a whole new light. It raised my *awareness* of what it actually is and how I can *empower* my team. It empowered me to empower others!

**Sarah Holroyde, Learning and Development Consultant – Ecclesiastical Insurance**



I used it last week for a small session with some of our Staff Partnership Forum reps. They found the game to be really thought provoking and it *generated some great areas for discussion* that closely linked with some of the actions and outcomes from our last employee opinion survey.

**Natalie Freeman, Learning & OD Manager, Red Kite Community Housing**



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

- Divide the group into two teams. You can have up to six players around each board, so 12 players in total.
- Explain how the game operates verbally or using the PowerPoint.
- Issue boards, cards and playing pieces and ensure they are set up correctly. Tell teams that once they have used a card, they should place it face-down in an area off the board. All subsequent cards should be stacked here on top of each other. At the Debrief these cards are turned over to give the order in which they were dealt with.
- Observe teams and make notes for the Debrief, but don't get involved.
- Stop the game after a suitable time – normally between 45 and 60 minutes though it can last a lot longer if you wish.
- Lead the Debrief by going through the cards and discussing teams' responses. Full guidance provided in the Trainer's Notes.
- Review the key lessons that have arisen (see PowerPoint) and issue a Key Points Handout.

## Northgate says...

Empowerment is a great way to increase productivity, motivation and better customer service. This activity gets to the bottom of what empowerment is all about and why it helps businesses to success.

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## Northgate customers

