

# **“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
- 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 three 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

- 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.
- The recorder will plot the data on the chart sheet after each 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
- At the start of the 2nd and the 3rd 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

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