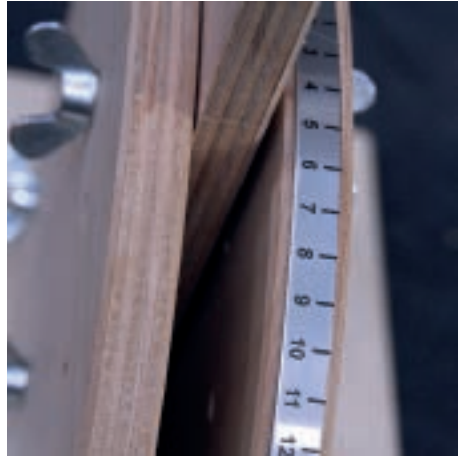


Transform your Training.



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my visit in Munich

Welcome to the METALOG® catalogue of 2014 and 2015!

We have decided that we take advantage of the work done in UK and bring out an English catalogue 2014-2015 with new ideas and products along with your favourites. In July/August this year I went out to Munich for my annual meeting with the founder of METALOG® and I was lucky enough to meet around 20 of the German adults with learning disabilities who actually craft our tools. It was really heartwarming to see them so enjoying their skilled and meaningful jobs and I came away with a renewed determination to expand METALOG® in Latin America and to bring similar opportunities to adults with disabilities in this region in the next few years.

Product developments

Since the last catalogue we have continued to make improvements to our tools. The TeamNavigator now has metal clips to hold the paper in place, and SoapBox has had some of its wooden rods changed to steel to produce better 'action performance'. CataPults on page 4 is a great new tool, particularly for looking at teamwork, performance improvement and inter-teamworking. As with most of our tools it can be used indoors or outdoors and is very engaging and energising.

Product videos

Almost all tools now have a short video which you can access from our website. The short clips show you our tools in action and a simple voice over explains possible outcomes and applications of each one. These are really useful for those of you trying to make a quick decision on what would work best or for those that don't manage to fit one of our workshops in to your busy schedule! Take a look at www.metaaccion.com.

Case Studies

It is always interesting to hear about how different learning experts have been using our tools with their clients. On page 18, Jon Baber tells us all about the great impact he had using Team² and on page 24, Karen Foundling explains the deep insights that were revealed through the use of our EmotionCards.

Try out the tools

The best way to understand the power and impact of our tools is to 'have a go'! We run monthly workshops in different cities all over Latin America which enable you to learn more about how to set up, run and review tools effectively as well as networking and sharing ideas with other facilitators. We're also happy to come to you if you have a group of at least 8 people so get in touch! There are further details of our open workshops on the back page or www.metaaccion.com. We also run sessions at learning industry conferences and Project planning region so we hope to bump into you somewhere!

You can also make an appointment anytime to view, touch, feel and play with the full product range at our showroom in Yorkshire. Feel free to visit or telephone to get free advice on which tools work with San José, close to Multiplaza the Escazu.

Let us help you transform your training.

Katharina Carnap
Product Head of Metaaccion
katharina.Carnap@metaaccion.com



CataPults. p.4

CataPults.

For training that hits the target.

Activity.

Three teams each construct a CataPult, a device that projects balls at a wide range of angles and trajectories over a maximum range of up to ten metres. This multifaceted tool can be used in a broad range of areas and is particularly suitable for optimizing performance in organisations, improving cooperation, or also within the broader context of continual improvement processes (CIP)/Lean/Six Sigma. When it comes to training and coaching organisations and teams, CataPults is the new METALOG® training tool that hits the target every time.

How it's done.

Performance: in this version, the three CataPults are used to project as many balls as possible over the greatest possible distance. The group decides on their joint target and they organise themselves accordingly. The rapid-fire version, when it's all about reaching targets together.

Cooperation: the three teams position themselves in the room in a triangular form so that each team can fire their balls at each other. Each team constructs a receptacle (such as from flipchart paper) to



catch balls fired their way. They get a specific number of points for each ball that reaches the target. However, the catching team also gets points. This version is best suited for teams and organisations where balance and cooperation within systems play an important role.

CIP/Lean/Six Sigma: the countless variables on the CataPult influence the quality of each projected ball as well as the distance it travels. These variables need to be analysed in order to make sure each individual shot is correct and replicable. An irreplaceable tool for optimising continuous improvement processes (CIP) such as in the context of Six Sigma trainings.

Scrambled eggs: when you want to offer your teams something a little out of the ordinary, get them to construct a catching receptacle for eggs out of flipchart paper. The aim: each egg is to be caught unbroken. But first they must optimise the CataPult's settings with the aid of test shots (with balls). Then it's time to fire the first egg ... This is the version with outdoor event character.

Delegates (min/opt/max): 6/12/18; with extension set: max 24.

Time (w/o debriefing): 20–60 minutes.

Space Requirements: one large room of at least 80 m².

Topics & Outcomes.

Working in teams - developing creative solutions together, inter-departmental cooperation, effective communication

Project management - planning and performing projects, milestones, dealing with time pressure, knowledge transfer, creativity, communicating between project phases, assigning roles, dealing with complexity

Communication - precise use of language, active listening, meeting culture

Cooperating in teams - reaching and changing agreements, working towards a common goal, team communication

Process optimisation, structuring change processes - collating and integrating optimisation ideas, CIP (Continuous Improvement Process), Six Sigma, incremental development of new procedures

Quality management - planning, defining and assessing quality criteria

Leadership - effective and targeted facilitation, motivation, maintaining the big picture, controlling optimisation processes

Dealing with change - reacting flexibly to new circumstances, job rotation, recognising change as an opportunity for optimisation

CataPults Basic Set. Contents: 3 construction sets for a total of 3 CataPults for work in three sub-groups, 1 detailed instructions manual. Dimensions: 70 x 36 x 18 cm. Weight: approx. 16 kg. Supplied in three cloth bags.

CataPults Extension Set. Contents: 1 construction set for 1 additional CataPult. Dimensions: 70 x 34 x 6 cm. Weight: approx. 5 kg. Supplied in a cloth bag.



CataPults Basic Set. Order No. 1554 \$US 1,035.00 plus TAX & delivery.

CataPults Extension Set. Order No. 1555. \$US 345.00 plus TAX & delivery.

Tower of Power.

For Teams who set their sights a little higher.

www.metaaccion.com
product video



Activity.

We know that great teams make great things happen. But the constant challenge of meeting or even exceeding objectives is very demanding for everyone involved. “How should we treat each other?”, “What’s important for each of us in team work?”, “Who’s taking the lead?”: These are just a few questions amongst many that need answering. The answers are the keys to producing effective and synergetic teamwork.

How It’s Done.

The trainer places 8 wooden blocks upright on the floor. Each team member picks up one of the ropes that are connected to a crane. The task is to use the crane to build a tower by placing the blocks on top of each other. The participants are not allowed to touch the blocks with their hands or any other part of their bodies. The task appears simple but with each block cut at a different angle and the need for all participants to work together, building the tower starts to get tricky! This task can only be solved by precise planning, good communication, along with well organised teamwork.

Variation: Have your group build a three-storey ‘house’. This way, you avoid the tower falling over (as could happen in the classic version) and mistakes during building can be easily integrated.

Participants (min/opt/max): 6/12/24; **XXL:** up to 34

Time (not including review): 10–45 minutes

Space needed: 8 x 8 m

Themes & Outcomes.

Leadership training - identifying interdependencies in systems, leadership communication, dealing with risk, giving feedback

Team building - communicating effectively, cooperating, being an active listener, maintaining the balance, working with values

Project management - simulating strategic planning, working under time pressure

Communication training - Meta-communication, facilitating, dealing with different perspectives

Tower of Power. Up to 24 participants. Contents: 1 crane (beech/stainless steel) with 24 robust strings (2 m x 3 mm, braided 8 times), 8 blocks cut from solid beech wood, 1 detailed instruction manual. Dimensions: 38 x 33 x 14 cm. Weight: 6.6 kg incl. case.

Tower of Power XXL. Up to 34 participants. Contents: 1 crane (beech/stainless steel) with 34 robust strings (2 m x 3 mm, braided 8 times), 8 blocks cut from solid beech wood, 1 detailed instruction manual. Dimensions: 38 x 33 x 14 cm. Weight: 7 kg incl. case.



Order No. 1534. **US\$ 297.80 plus TAX & delivery.**
XXL. Order No. 1551. **US\$ 352.50 plus TAX & delivery.**

Leonardo's Bridge.

Overcoming any Obstacle.



Activity.

The idea for this construction comes from the universal genius Leonardo Da Vinci. Around 1480, he designed a transportable bridge that could be erected without tools. Important goals in team development create stability within the group and improve the ability to bridge gaps and overcome obstacles. Let your group face this challenge! Leonardo's Bridge will result in visible success that will promote team spirit.

How It's Done.

The participants' task is to construct a self-supporting bridge of 4 metres in length, using only the 28 sticks provided. No other tools may be used. After first brainstorming in smaller subgroups, all delegates start constructing the bridge. The key factors for success are coordination within the group, creativity and sharing of knowledge. The result will be a self-supporting construction, which can serve as a metaphor for internal and external team stability.

Another issue that can be addressed is how teams grow closer, for instance, in an intercultural environment. The delegates start constructing the bridge, beginning at two ends. The bridge brings them closer together. In the end, the two parts of the bridge become one. The key factors for success are coordination, cooperation and adjustment (as regards the method of construction) between the two subgroups.

Participants (min/opt/max): 6/10/14

Time (not including review): 45–60 minutes

Space needed: 5 x 8 m

Themes & Outcomes.

Team Building - communication interchange, dealing with shortages, coordination, team interaction, facilitating

Project Management - dealing with sparse resources, sharing know-how, finding creative solutions

Intercultural Communication - adjustment, accepting views and ideas of others

Leonardo's Bridge. Contents: 28 sticks (wood, sanded, coated, red), 28 small sticks for the planning stage, 4 x 3 m rope, 1 detailed instruction sheet. Dimensions: 138 x 16 x 13 cm. Weight: 6.7 kg incl. bag.



Order No. 1526. US\$ 345.00 plus TAX & delivery.



Activity.

It often takes a lot of people to get a task done. As an experienced team worker, you will know that it is essential to hand a task over in the proper manner. Pipeline is an exciting learning project full of action for your participants. It is also an excellent metaphor for the communication flow and transfer processes within organisations.

How It's Done.

The ball symbolizes a project that the group members have to work together on. The group's task is to transport the ball over a certain distance from one point to another without actually touching it. The only way to move the ball is to use the Pipeline - a system of halved plastic pipes - according to previously agreed rules. How will they manage to get the project done?

For this fast and exciting activity, coordination and cooperation within the group are the keys to success.

Participants (min/opt/max): 6/16/30

Time (not including review): 10–25 minutes

Space needed: Min. 10 x 8 m at full length

Themes & Outcomes.

Team building - intercommunication, taking on responsibility, cooperation, dealing with stressful situations, giving feedback, focusing on targets

Leadership training - communicating effectively, giving information, facilitating

Energiser - in the morning, post-lunch.

Organisational development - optimising processes, continual improvement process

Pipeline. Contents: 6 halved pipes made of robust, semi-transparent matt plastic, 2 wooden balls, 1 detailed instruction sheet. Dimensions: 70 x 9 x 9 cm. Weight: 1.5 kg. Supplied in a transport bag.



Order No. 1530. US\$ 210.00 plus TAX & delivery.

HeartSelling.

A fair Trade.



Activity.

How can trust in relationships between individuals or even groups be fostered? How can I manage my 'relationship account' with others? But, also, what happens to the feelings and attitude of the person I am talking to when lack of transparency and conflicts surface? HeartSelling generates direct feedback on how the behaviour of the other person is experienced. That's what makes it so valuable.

How It's Done.

The group is divided into four teams. Each team's goal is to exchange or to sell parts through intelligent and fair trading. Each team's task is to create a complete shape from these parts. The teams come together for three trading phases and attempt to sell high and buy low. Between trading phases, they meet for team briefings to further develop their strategy and to agree concrete steps. As in a real market, more and more new information comes to light that influences events and needs to be responded to. At the end of the trading rounds, the teams give each other feedback. The question here is: "How did you experience the contact with the others?" The main point here is that this mutual feedback can either be debited from, or credited to, the total team result - just like a 'relationship account'. So, with a trustworthy negotiating style, the team that was initially behind in points could end up coming first – constantly moving within the area of conflict between appreciation and profit, HeartSelling is an ingenious tool for anyone who wants to offer first class relationship management training.

Participants (min/opt/max): 8/16/24

Time (not including review): 30–45 minutes

Space needed: approx. 50–100 m², 4 tables in the corners, enough space for the market place in the centre. Alternatively, use different rooms.

Themes & Outcomes.

Communication training - interpreting body language, creating trust, how mistrust develops

Sales training - managing 'relationship accounts', relationship-focused interaction, sales culture, strategies and goals, short-term vs. long-term

Negotiation training - integrating objections, relationship and factual levels, negotiating under pressure

Team training - dealing with arrangements, delegation, meeting culture, appreciation, pursuing different goals, cooperation, cooperation within teams

Change management - values, subcultures, dealing with information

HeartSelling. Contents: 32 laser cut matt acrylic glass pieces, 12 printed wooden boxes, feedback forms, name cards, clips for name cards, 44 cash chips, info cards, 1 detailed instruction sheet. Dimensions: 38 x 33 x 11 cm. Weight: 3.6 kg. Shipped in a wooden case.



Order No. 1803. US\$ 742.50 plus TAX & delivery.

EasySpider.

Through thick and thin.



Activity. EasySpider is a technically advanced and improved version of the outdoor classic, spider web. Our new, innovative wire threading prevents the web from tangling during transport. That's why, with just a little practice, you'll be able to set it up in less than five minutes. The size of the individual holes is adjustable. The web is so flexible it adjusts to heights from 180 to 250 centimetres, and to widths from 250 to 480 centimetres. Our SpiderFrame is the ideal complement to the EasySpider. With this you can easily set up EasySpider in any space without searching for trees or pillars!

How It's Done. Before your group arrives, set up EasySpider by mounting it between two trees, poles, fences, walls... almost any anchor point will do! The group's task is for all team members to get through the spider web from one side to the other. Each hole can be used only once. Touching the net in any way (body, clothing, hair, etc.) is prohibited and sanctioned in a way you and the group decide in advance. How will they manage to organise their resources

Participants (min/opt/max): 8/17/34

Time (not including review): 20–60 minutes

Space needed: 5 x 8 m

Themes & Outcomes.

Leadership training - identifying interdependencies in systems, communicating, dealing with risk

Team building - interacting, coordinating, trusting, togetherness, developing group spirit

Project management - dealing with shortages, time management, quality management

EasySpider. Contents: 1 spider web with 17 individually adjustable cells (elastic thread, braided 16 times), 4 tension belts (4 m), 2 detailed instruction manuals for setup and activity. Dimensions: 34 x 25 x 11 cm. Weight: 2.6 kg. Includes shipping in wooden case.



SpiderFrame. This free standing frame allows the tool to be built indoors and outdoors without the help of trees or pillars. All you need is a flat surface and plenty of space. Constructed from ash and hand welded steel. Contents: 12 parts, 4 snap hook, 1 detailed instruction. Dimensions: 120 x 16 x 16 cm. Weight: 6 kg. Supplied in a transport bag



EasySpider. Order No. 1517. **US\$ 255.00 plus TAX & delivery.**
SpiderFrame. Order No. 1522. **US\$ 292.50 plus TAX & delivery.**



Our FacilitationBalls have become a highly desirable ‘must-have’ tool for trainers and coaches. Now, by popular demand, we have created a second set. To make sure you get the most from your ‘conversational pacemakers’, we would like to give you some pointers on how you can use the Facilitation Balls both as a feedback instrument and as a coaching tool.

For use as a feedback instrument.

The periods immediately following the end of a learning project are important occasions for the delegates and the trainer where feelings are reflected upon and conclusions drawn. The review gathers momentum ... but only when it is steered in the right direction. The FacilitationBalls provide invaluable support to help you structure this review. You simply throw a few balls around the group and whoever gets one of the FacilitationBalls says something about their experiences, based on the type of ball they receive. Then this person throws the ball to someone else and another person with a different ball is next to speak. In this way, the review really gets going. The FacilitationBalls are also very effective when used at the end of a workshop for an authentic and lively closing round. The balls are thrown around the group according to a specific system and each participant has the opportunity to say something of importance to him/her.

For use as a coaching tool.

Every trainer, coach and manager knows that there is an art to asking the right questions! They focus attention and ‘magnify’ the topic of the question. Such questions help you, for example, to move away from a problem-focussed state towards a solution-oriented position. Or they allow the issue to be viewed from a distance, thus allowing coach and client to adopt a meta-view. The Facilitation Balls act as ‘language you can touch’. The client can ‘get to grips’ with a question and the tactile stimulus provides yet another sensory channel through

which inspiration can be gained. In this way, using FacilitationBalls in individual coaching or also in small groups with 2–5 participants takes the ‘art of questioning’ to a new level.

FacilitationBalls 1 & 2 as a feedback instrument.

You can of course give your FacilitationBalls the meanings that you consider appropriate. Here are a few examples:

FacilitationBalls 1.

Key: “A key insight for me was ...”

Heart: “I experienced/felt ...”

Open hand: “I was supported by .../What helped me was ...”

Fist, thumb up: “I particularly liked ...”

Foot: “My next concrete steps will be ...”

Camera: “The new perspectives for me are ...”

Brain: “I have learned/understood that ...”

Facilitation Balls 2.

Light bulb: “The following idea/flash of inspiration was important to me ...”

Puzzle piece: “For me, another piece of the puzzle has fitted into place ...”

Crown: “A ‘crowning’ moment for me was ...”

Tool: “A tool I will take with me is ...”

Hot air balloon: “From a great height, this is how the situation looks ...”

World: “In the ‘real’ world, this means to me that ...”

Magic lamp: “I would really like the group/the trainer to ...”

FacilitationBalls 1 & 2 as a coaching tool.

The following are intended to help you develop questions suited to your own context. An intervention category is provided in brackets after each sample question.

FacilitationBalls 1.

Key: “What could one of the keys to solving your problem be?” (smuggling in resources)

Heart: “What do you feel strongly about?” (gaining access to feelings)

Open hand: “Who do you need help from?” (activating resources in a social system)

Fist, thumb up: “What resources can you draw on?”

Thumb down: “What are weaknesses that you would like to turn into learning areas?” (from problem to solution-orientation)

Foot: “What concrete steps on the way to achieving your goal would really move you forwards?” (chunking down large goal categories into small, achievable goals)

Camera: “If we were to develop a concrete picture of your goal, what could it look like?” (developing positive inner images)

Brain: “What new attitudes and ways of thinking must you develop while you move towards your goal?” (pre-empting learning goals)

FacilitationBalls 2.

Light bulb: “If we were to develop some new ideas... what could they look like? (activating creativity)

Puzzle piece: “What other pieces of the puzzle are missing as you make your way to your goal?” (making change as a process tangible)

Crown: “Once you reach your goal, what prize will you award yourself?” (rewarding self for change)

Tool: “What other ‘tools’ do you need in order to reach your goal?” (developing learning areas)

Hot air balloon: “Imagine you are in a hot air balloon and are looking down on your situation from a great height. What words of encouragement can you give yourself from up here that will help you? (dissociation intervention)

World: “How will these changes affect others?” (assessing systemic impact)

Magic lamp: “This is a magic lamp. Imagine, if you will, that the genie in the lamp can grant you any wish. One morning he makes your problem go away. How would you recognise that your problem had disappeared? (the magical question)



FacilitationBalls 1. Content: 7 soft foam balls, 1 fabric bag, 1 detailed instruction sheet. Dimensions: 21 x 19 x 10 cm. Weight: 0,2 kg.

FacilitationBalls 2. Content: 7 soft foam balls, 1 fabric bag, 1 detailed instruction sheet. Dimensions: 21 x 19 x 10 cm. Weight: 0,2 kg.



Order No. 1807. US\$ 77.80 plus TAX & delivery.



Order No. 1811. US\$ 77.80 plus TAX & delivery.

Double pack. 1 + 2. Order No. 1812. US\$ 144.20 plus TAX & delivery.



Activity.

One outstanding feature of successful teams is that the team members can rely on each other. However, for many people it is difficult to let go. The Band enables your delegates to physically feel the support of the team. The perfect combination of physical experience and team learning!

How It's Done.

The Band can be used to support a number of activities; they can be both physical and quietly reflective.

Roundabout (RA) 6–10 people stand within the stretched Band, each person being supported by The Band. Suddenly, one person changes position by running and letting themselves fall into the material. Then the next person starts. As soon as the group has developed a feeling of stability and rhythm the trainer can increase the pace and dynamics of the movements.

Microcosm (MC) This physical activity requires a space that is safe and secure. Up to 16 people can stand or sit in The Band. Lean back, feel the team support and discuss your issues.

Change. All participants stand inside the band. The group then develop a logical system whereby they are able to maintain tension whilst exchanging positions within the band. At the same time, the team need to move the band and entire group through a distance of about thirty metres. Only with efficient team choreography can the team succeed.

Participants (min/opt/max): 4–16/XXL: up to 28

Time (not including review): RA: 10–20 minutes

MC: according to discussion topics

Space needed: RA: large space free of obstacles

MC: 6 x 6 metres

Themes & Outcomes.

Team Building - coordination, dependencies and interactions in systems, coherence in teams, respect for others, maintaining the balance (RA); giving feedback, reflecting (MC)

Accompanying change processes - making change and development as a natural phenomenon into an experience, taking care of the framework conditions when changing roles, making intuitive power of self-organisation into an experience

Energiser - in the morning, post-lunch

The Band. Contents: 1 lycra cloth, 1 detailed instruction sheet. Dimensions: 38 x 33 x 12 cm. Weight: 2–3.5 kg. Two versions - the light-weight, carry sack version and the elegant, stackable wooden case version. Two different lengths - standard (blue): 4.50 m for up to 16 participants and XXL (red): 6 m for up to 28 participants.



Standard carry sack. Order No. 1540. US\$ 337.50 plus TAX & delivery.

Standard case. Order No. 1547 US\$ 337.50 plus TAX & delivery.

XXL carry sack. Order No. 1541. US\$ 382.50 plus TAX & delivery.

XXL case. Order No. 1548. US\$ 382.50 plus TAX & delivery.

Complexity.

Manage Complexity.



Activity.

Dealing effectively with time and performance pressure is a challenge that managers and their teams frequently face in their daily lives. How can teams organise themselves and how can management provide the best support possible?

How It's Done.

The delivery team is given a few cryptic clues about the task they are to solve: they are to 'click' on 30 'websites' on the 'Internet' within a very short space of time. The management team cannot provide direct support because the entire action takes place at another location. Only by skilfully motivating the delivery team will they succeed in developing the appropriate course of action. And the more they try to solve the problem, the greater the performance pressure becomes. Will the delivery team manage to solve this task, a task of immense importance to the company? They only have one more attempt ...

Participants (min/opt/max): 10/15/20

Time (not including review): 45–90 minutes

Space needed: area of 10 x 15 m

Themes & Outcomes.

Self-organisation - coping with time pressure, developing solution strategies

Team development - how does a team organise itself without direct contact with management? How does it deal with time, quality control and feedback?

Leadership training - recognising dependencies in systems, the interplay of managing groups and operative groups, giving feedback, identifying various management styles

Complexity. Contents: 30 plastic cards made of plexiglass, 8 x 8 cm, 8 mm thick with numbers printed in red, 1 stopwatch, 15 metres rope (8 mm thick). 1 transportation container, facilitator manuals. Dimensions: 34 x 25 x 11 cm. Weight: 3.7 kg, shipped in a wooden case.



Order No. 1538. **US\$ 337.50 plus TAX & delivery.**



Activity.

HeckMeck is an excellent tool for anyone intending to explore coordination of procedures and structural change. It is also useful for illustrating topics such as team co-operation, leadership and change management.

How It's Done.

The aim is to construct a HeckMeck from 15 elements in the shortest time possible. When the team members first start to put it together, they have a visual guide to help them. Once they have assembled it, however, the first version is taken apart and the team has to rebuild the construction as quickly as possible – but this time without the guide. The group can only succeed by optimising communication and by ensuring that all team members coordinate effectively with each other. In fact, the most well-coordinated teams manage to build the HeckMeck in less than 20 seconds!

Participants (min/opt/max.): 5/15/15

Time (not including review): 30–45 minutes

Space needed: 5 x 5 m

Themes & Outcomes.

Team cooperation - reaching and modifying agreements, working towards a common goal, team communication

Managing change processes - collecting and integrating ideas for optimisation, CIP (continual improvement process), progressive development of new procedures

Leadership - effective and target-focused facilitation, motivating, maintaining the overview, steering optimisation processes

HeckMeck. Contents: 15 wooden variously cut elements, 1 visual construction guide, 1 detailed instruction booklet. Dimensions: 120 x 16 x 16 cm. Weight: 6 kg. Shipped in a transportation bag.



Order No. 1504. **US\$ 262.50 plus TAX & delivery.**

StrangeWorld.

The view through cultural glasses.



Activity. This culture simulation examines how (cultural) perspectives originate. In this innovative task, two mini-cultures are created and then we explore how they were shaped and what makes them tick. Through this contrast it becomes obvious that cultural imprinting is intrinsically influenced by values and attitude.

How It's Done. In two separate rooms, two halves of the group are each given the task of developing their own cultural identity according to specific requirements. These cultural microcosms will have their own rituals, values and ways of behaving. As soon as the mini-cultures have been developed, observers from each of the cultures research the way of life of the other. Then the delegates from each respective culture create a 'travel guide' on the other culture. The learning project culminates in each group presenting the 'travel guide' they developed to the other group. In a 'showdown' accompanied by many 'oohs' and 'aahs', the host of prejudices that had been allowed to arise are revealed and we focus on how they originated.

This two-culture simulation will bring impressively home to the group how 'cultural glasses' originate. Do you want your delegates to learn how to respect and deal with people different from themselves? StrangeWorld is the ideal tool!

Participants (min/opt/max): 6/16/20

Time (not including review): 45–75 minutes

Space needed: two separate rooms with at least 40 m² - the groups are not allowed to either see or hear each other. Both rooms should be near to each other so that the observers can easily carry out their visits.

Themes & Outcomes.

Intercultural communication - working with the Value Square, iceberg model, integration of outsiders, preparing for a visit abroad

Dealing with migration issues - origination of, and how to deal with, prejudices and stereotypes, understanding between cultures, integration, cultural dialogue

Organisational development/team building - cooperation between departments, fusion of new corporate cultures, developing sensitivity towards other perspectives

StrangeWorld. Contents: 100 small symbol plates, 1 detailed instruction booklet. Dimensions: 15 x 15 x 20 cm. Weight: 300 g including cloth bag.



Order No. 1519. US\$ 142.50 plus TAX & delivery.



Activity.

'All learning is based on feedback', John Sterman, Professor for System Dynamics at MIT. Being able to experience this phenomenon was what moved us to include this learning project in our range. In this activity, how teams can become learning systems is tangible: the team achieves excellence through developing skills together and through constant feedback on the status quo.

How It's Done.

With a budget of ten €1,000 tokens, the group has the task of finding the hidden path across the field. After a short planning period, the group attempts the activity in silence. But there are traps and stumbling blocks along the way. If someone steps on the wrong square, the trainer gives a signal. Such unavoidable errors are not sanctioned. But, if the group repeats the same mistake again, the trainer gives the signal again and the group has to pay €1,000. Through mutual support and joint learning, the group manages to develop a strategy and use up as little money as possible so that, at the end, all delegates can cross the field. The teams need to compensate for the weaknesses of individual members and silently develop a joint approach.

The Flip: The Maze is also perfect for the learning project 'The Flip'. The whole group stands on the cloth. The task is to turn the cloth without stepping off it. With strategy and planning, even this challenge can be mastered!

Learning names: a different way to learn names: 2 groups are formed who 'hide' themselves either side of The Maze, which is being held by 2 other people. Each group silently nominates a person to stand directly in front of the cloth. On a coordinated signal, the cloth is then dropped. The first to name the person from the opposite group wins the round. The 'loser' must go over to the winning group. The aim is to get all people from each group over to the other group, i.e. to switch sides.

Participants (min/opt/max): 6/12/18

Time (not including review): 20–40 minutes

Space needed: 5 x 6 m

Themes & Outcomes.

Team Development - interacting, feedback, creating a learning system, integration of weaker members, accepting mistakes

Communication training - awareness of body language, sender/receiver issues

Leadership training - recognising needs, cooperating, dealing with stress and complex situations

Organisational Development - prompt feedback as criteria for learning and development

The Maze. Contents: 1 x washable cloth, whistles, wooden currency, 1 detailed instruction manual. Dimensions: 38 x 37 x 12 cm. Weight: 3 kg incl. transport bag.



Order No. 1805. **US\$ 310.50 plus TAX & delivery.**



Activity.

A round board with figurines placed on it is balanced on a pedestal, immediately focusing the group and captivating their attention. A metaphor with a wide variety of possibilities for interpretation is brought into being: creating balance, experiencing interdependency but also dealing with risk and change.

How It's Done.

SysTEAM is a flexible learning tool. There are a number of variations that have proven successful in practice. Keep in mind, however, that when it comes to staging SysTEAM, there are no limits to your creativity as trainer or coach.

Roles. The delegates are split into teams of 2–3 'actors'. 3–4 such teams can work together on one SysTEAM. There are different roles in each team: one person puts on a blindfold: (S)he is the 'grabber', who is allowed to touch and move the figurines on the board. The second, sighted person is the 'speaker' who verbally directs the grabber's hand, but without actual physical contact.

Clearing the table. The figurines are unevenly spread out on the board. The teams' task is to remove all figurines. The board must remain in balance.

Placing. Using tape, a 20 x 20 cm field is created in the middle of the empty board. Each figurine is then to be placed one after the other onto the board but figurines are not allowed to be placed inside the field itself. At the end, the board must rest completely level on the pedestal.

Participants (min/opt/max): 4/9/12

Time (not including review): 20–45 minutes

Space needed: 3 x 3 m

Themes & Outcomes.

Team building - communicating between departments, elucidating sender/receiver issues, communicating implicitly and explicitly, resolving misunderstandings, active listening, controlling information flow, establishing balance, establishing trust

Sales training - accepting/understanding the customer's point of view, building customer trust, developing suitable language for talking to customers, learning how to read the customer's body language

Leadership training - assuming responsibility, identifying interdependencies in systems, deciding in uncertain situations, dealing with risk, working with secondhand information

Project management - developing strategies despite lack of information, focusing on goals, working successfully

SysTEAM. Contents: 1 movable board (birch with cork base), 1 pedestal (stainless steel/beechnut), 16 figurines (beechnut), 3 blindfolds, 1 detailed instructions manual. Dimensions: 70 x 72 x 9 cm. Weight: 8.4 kg. Supplied in a special handmade bag.



Order No. 1501.US\$ 525.00 plus TAX & delivery.

Expert's Insight.

Using Team2 in a team building process.



The choice:

As an organizational development specialist, I constantly look for how to broach difficult or complex subjects with people in an engaging and meaningful way. To this end, I crave creative and engaging solutions, whether coaching or training. That is why I like the METALOG® suite of products so much. They are easy to use and get straight to the heart of the matter!

The corporate customer:

The business I worked with was a large global FMCG enterprise. It runs across 28 countries, employs 25,000 employees and has an EBITDA of 4.3 billion USD.

The delegates:

The group I was working with was an international senior management team consisting of 10 people spread across 10 countries. Within this group, 8 nationalities were represented. They were collectively responsible for the design and development of large-scale IT projects within their organization.

The challenge:

The group, although labelled a management team, were anything but. Everyone had their own portfolios and they were interested, on the whole, in the successful completion of their own enterprise. The notion of teamwork and sharing ideas/best practice was alien to them.

I was brought into the team to help them operate more effectively as a collective and truly model the notion of teamwork across their piece of organization (that employed about 200 people).

The instigation:

I used Team² with the group to open up their thinking on how individual focus derails team performance.

This was done on the first workshop with

them, along with a series of more focused diagnostics and discussions, to show them the issues and challenges associated with their operating style. In short, this workshop held up a great big mirror to the team to enable them to see the true effects of their actions.

I used Team² with the group to open up their thinking on how individual focus derails team performance.

The goal:

Team² was used so that they could use the metaphor of the activity and apply it to their own operating world. I wanted them to understand the real consequences of the individualistic patterns of behaviour they were constantly exhibiting.

The process:

I worked with the team over a 12-month period using a combination of 4 x 1-day team workshops and regular individual contact using Skype.

The outcome:

The main outcome of this activity was the "a-ha" about the impact of working to individual agendas. The activity worked like a dream! The first two people within the group completed their puzzles really quickly – using all the simple pieces. This completely destroyed the chance of success for the collective. However, after they completed their shapes, the two individuals stood right away from their teammates.

It was only when the rest of the team realized the impact of this initial 'success' that they re-grouped, threw the pieces back into the mix and then worked as a team to create collective success. The whole process took

nearly 20 minutes though!

The consequent facilitated discussion generated a huge debate about their current style and focus and brought home the fact that, despite their best efforts, they were constantly derailing each other due to a lack of collective focus and alignment.

The highlight:

At the end of the 12-month team and individual coaching process, the team now have shared goals, work as a collective unit and find opportunities to partner each other and share best practice. They are now working as a true team.

This has a consequent effect on how they work with their own teams. There is a lot more inclusion within it and a far wider cross-functional and cross-team collaboration.

The conclusion:

The use of Team² at an early stage of the coaching process really facilitated a deep and meaningful discussion that traditional methods would not have done. It helped get straight to the heart of the team's main performance issue that, in turn, enabled a collective solution to be reached. ”

Dr Jon Baber

runs an independent organisational development consultancy called Neos Learning. It specializes in using brain-based learning techniques within coaching and training programmes to enable results that are fast, fun and effective. For more information, contact him directly at jon@neoslearning.com or visit www.neoslearning.com



Team2.

More than the sum of its parts.



Activity. Perhaps you already know (and love) this group dynamics classic from the 1970s as much as we do. In fact, we like it so much we decided to develop a professional version, throwing in a few improvements along the way. To the original five shapes, we added another five. So now you can not only use Team² with twice the number of delegates, but also change the difficulty level according to your needs by simply leaving out the more complicated shapes. This task will make any team sweat, because the solution can only be found through effective co-operation and nonverbal communication. The multi-coloured puzzle pieces are cut from plexiglass using laser technology. This process ensures precise size and fit as well as comfortable handling.

How It's Done. The group's task is to put the differently shaped pieces together in such a way that they achieve a number of squares (one per person) of equal size. Talking is not allowed during the activity, and the delegates must follow a certain set of rules for exchanging pieces.

To master this challenge, team spirit is the key; while individual squares can be put together in many different ways, there is only one single combination that allows for the completion of all ten at the same time. Therefore, some team members will have to break up their already finished squares to share their pieces with the rest of the group.

The message is clear: if a group is to be successful at any task, all members must sacrifice their personal goals to support those of the group as a whole.

Participants (min/opt/max): 5/10/12

Time (not including review): 15–30 minutes

Space needed: Tabletop of at least 1 x 1.2 m

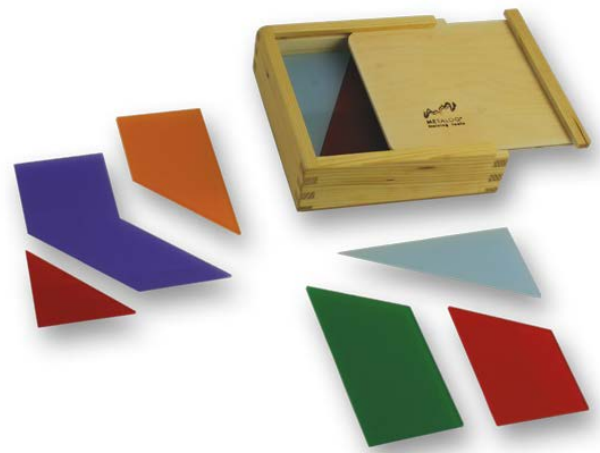
Themes & Outcomes.

Team building - communicating nonverbally, focusing on goals, sacrificing one's own goals in support of the group, interacting, identifying shortages, assuming responsibility

Self-organisation - concentrating, focusing, stamina

Project management - drawing on resources

Team². Contents: 30 puzzle pieces (plexiglass) for 10 squares, 1 detailed instruction manual. Dimensions: 17 x 17 x 5 cm. Weight: 1 kg incl. box. Supplied in a case made from beech wood and birch with a sliding cover.



Order No. 1520. US\$ 330.00 plus TAX & delivery.



Activity.

Fascinated by graphic design, Tobias Voss joined forces with Carlito B. Arellano to create this learning activity in the Graphic Art style. In order to be successful as a group, you need to communicate your way of seeing things, to listen and to coordinate. A multi-layered, fascinating story emerges, a roller coaster ride through realities. This intelligent learning project is ideally suited to starting a group process or as an energiser for any occasion.

How It's Done.

Each of the delegates is given one of the round large-format picture cards that, together, form a coherent picture story. They are not allowed to show their card to the others. By describing their scene, the delegates discover the correct order of the pictures. At the end, all of the pictures are placed simultaneously on the floor. The group can then enjoy the visual 'wow effect'.

Participants (min/opt/max): 5/16/16

Time (not including review): 10–15 minutes

Space needed: dependent on size of group, minimum 40 m²

Themes & Outcomes.

Communication training - illustrating the issue of sender and receiver, experiencing ambiguity of messages, active listening, everyone communicating through his/her individual model of the world

Facilitation - bundling information, communication

Customer orientation - speaking the customer's language, accessing the customer's 'map'

Team training - speaking a common 'language', cooperation, working towards a higher goal

Reactivating - seminar warm-up, post-lunch

RealityCheck. Contents: 16 large-format picture cards, 1 detailed instruction booklet. Dimensions: 29 x 29 x 1 cm. Weight: 500 g including box.



Order No. 1508 US\$ 112.50 plus TAX & delivery.



Activity. Explicit and implicit rules are an expression of every culture. It doesn't matter whether it's the culture of a country or of a company or of a department in a company, rules regulate how we live with each other. Getting to grips with 'foreign' rules is the main issue at the heart of this learning project.

How It's Done. It begins very simply. On each table, the delegates warm up by practising how to play with specially developed dice and also get to grips with the rules of the game. After a while, they are no longer allowed to speak and the game starts. After a brief period, some of the delegates change tables. But what they don't know is that each table has different rules on how to play the game! Unable to speak, they have to come to terms with the strange situation, i.e., either learn the new rules or 'import' their own. This 'culture' shock is a real eye-opener. The delegates tangibly experience what it feels like to be in a new environment and what is needed to find your way around.

Participants (min/opt/max): 8/12/16 XXL: 8/12/35

Time (not including review): 20–25 minutes

Space needed: approx. 60 m², for 4 tables (or 7 tables for XXL) with enough distance separating them

Themes & Outcomes.

Intercultural Communication - dealing with new people, understanding 'foreign' cultures, explicit and implicit rules

Team Development - developing common rules (such as when merging two departments or forming a new team), setting rules

Dealing With New Conditions - developing new strategies, orientation in a new situation under difficult circumstances

CultuRallye. (Up to 16 delegates). Contents: 8 dice, 320 cash chips, 16 plastic beakers, game instructions for 4 tables, 1 detailed instructions manual. Dimensions: 38 x 33 x 12 cm. Weight: 3 kg.

CultuRallye XXL. (Up to 35 delegates). Contents: 14 dice, 700 cash chips, 35 plastic beakers, game instructions for 7 tables, 1 detailed instruction manual. Dimensions: 38 x 33 x 12 cm. Weight: 4 kg.



Standard. Order No. 1804. US\$ 247.50 plus TAX & delivery.
XXL. Order no.: 1850. US\$ 412.50 plus TAX & delivery.



Activity. Taking inspiration from the ‘magic bamboo’, we have created a new variation on the stick theme for trainers with refined requirements. Whereas previously only a fixed-size group could be accommodated, this stick can be used in many different lengths and for up to 22 people. The stick, which in the old version was difficult to transport due to its length, has now been transformed into a 0.65 metre long airline-friendly piece of luggage. An absolute must for every trainer’s repertoire!

How It’s Done. The participants form two lines, facing each other. The trainer places the FloatingStick on their extended index fingers, gently but not overtly pushing it downwards. The group’s task is to lower the stick to the ground. The only rule to observe is to never lose contact between their fingers and the stick. But, at the count of three, as the trainer releases her/his hold, the stick begins moving up instead of down, as if full of helium!

The reason: In trying to maintain contact with this extremely light-weight stick (it weighs only 280 grams at 3,9 metres length), each delegate pushes upwards just ever so slightly. All others follow this motion, effectively raising the stick instead of lowering it. Detailed planning, concentration, self-organization and leadership are the keys to mastering this task.

Participants (min/opt/max): 6/12/22

Time (not including review): 5–15 minutes

Space needed: 8 x 5 m if full length is used

Themes & Outcomes.

Team building - communicating, focusing on goals, interacting, facilitating

Leadership training - assuming leadership positions, expressing oneself effectively

Self-organization - concentrating, focusing, drawing on resources

Energiser - in the morning, post-lunch

FloatingStick. Contents: 1 FloatingStick (6 aluminium tubes with screw thread, 0.65 m length), 1 detailed instruction manual. Dimensions: 69 x 4 x 4 cm. Weight: 320 g incl. bag. Supplied in a practical transport bag.



Order No. 1506. **US\$ 180.00** plus TAX & delivery.

SoapBox.

One product – many uses.

Activity.

A number of teams, working in separate areas, are each given the task of constructing a vehicle and developing a marketing concept for it. At the end, their 'soapboxes' are presented in a test drive and are put through an MOT to test them for safety. A versatile tool that puts the fun back into learning.

How It's Done.

Each team is given the task of constructing a vehicle complete with brakes and steering system. Each soapbox vehicle should be capable of transporting one person and will be powered by up to two HP (Human Power). The vehicle will also need a logo and a slogan to go with it. One major sticking point in the task: the vehicles should be as similar in construction as possible, but differently equipped. During the development phase, the leaders of the construction teams meet in a separate area to talk everything through in detail. In the 'Change' variant, the teams work for a specific length of time on their vehicle and are then re-deployed to continue working on another team's vehicle. The learning project culminates in the MOT inspection of the vehicle followed by a soapbox vehicle parade.

Participants – basic set (min/opt/max): 6/15/30; can be extended to a maximum of 60

Time (not including review): 60–120 minutes

Space needed: a large room with at least 80 m² divided into several working areas, or a number of small rooms



Themes & Outcomes.

Working in a team - developing creative solutions together, co-operation between departments, effective communication

Project management - planning and execution of a project, milestones, dealing with time pressure, sharing information, division of roles, dealing with complexity

Communication - using precise language, active listening, meeting culture

Dealing with change - flexible reaction to new conditions, job rotation, understanding change as an opportunity for optimisation

Quality management - planning, setting and evaluating quality criteria

Leadership - motivating, maintaining the overview, keeping to arrangements

Intercultural communication - communication between several cultures and value systems, communication between company sites in different countries

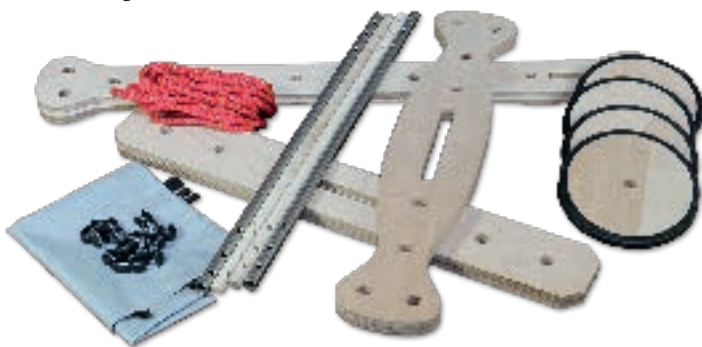
Creativity training - utilising creativity strategies such as the Disney model

Marketing - customising a marketing concept, effect of brand and claim, word-image-product dialogue

SoapBox. Contents:

BasicSet. 3 construction sets each for 1 vehicle for working in three teams, 1 detailed instruction booklet. Dimensions: 110 x 22 x 45 cm. Weight: approximately 30 kg. Delivered in cloth bags.

ExtensionSet. 1 construction set for 1 additional vehicle. Dimensions: 110 x 22 x 15 cm. Weight: approximately 10 kg; Delivered in a cloth bag.



BasicSet. Order No. 1536. US\$ 1,725.00 plus TAX & delivery.
ExtensionSet. Order No. 1537. US\$ 600.00 plus TAX & delivery.

Expert's Insight.

Using the EmotionCards in Leadership development.



The aim of the entire learning & development intervention is to change the DNA of leadership within a global IT organisation.

The organisation is in the middle of huge restructuring to address changes in the industry and to address the culture change required to attract and retain top talent.

The Top 2% of talent from across the globe have been chosen to be change agents to help deliver this goal. They come from many disciplines, mostly with a technical bias; some are already leading, but many were individual contributors, subject-matter experts, who have had very little development over the years. All were being tasked to 'lead from where they were' and deliver the organisation's 2025 vision.

The context in which this was happening is turbulent to say the least. The organisation has been a global leader, but their industry is changing, they have missed a couple of 'tech waves' and their core product is being commoditized, so they need to make massive changes in their approach to market and customers. To survive, they need to swiftly move from purely providing hardware products to creating suites of IT services, focusing on customer relationships to become an integral part of helping their customers achieve their business outcomes. In the end, they need to be a true solution provider rather than just delivering individual product lines.

To do all of this successfully, they need to become a much more agile organisation. Flexible, fast and interconnected in all their systems, processes and decision-making. They need a new way of doing things and a new type of community to innovate at speed and remain profitable.

So a cohort of 300 from across the globe was created: the 'Leaders of Tomorrow'.

Cross-functional and multicultural, they came together for a week-long workshop as the initial part of a 2-year Leadership Development Journey.

Key objectives for the week:

- Connect as a network of change agents,
- Understand the impact of the human dimension in an organisation,
- Gain a clear understanding of values-based leadership
- Create their own leadership vision.

The reason for choosing to use the EmotionCards:

Very early on, we needed to show this was a different type of intervention than the usual 'talk & chalk' they had experienced before. They would not be told what to do by higher ranks, but rather would be co-creating both their leadership journey and the new organisation together. Most of the group had only experienced technical training prior to this session and had so far been successful in their careers due to their technical expertise. They had very little awareness of the human dimension to organisations and very little appreciation of the impact of this dimension on the long-term success (or otherwise) of the business.

Also, up to this point, they had been successful working in relative isolation, but now the business needed everything to be interconnected and fluid – able to take matrixed decisions – where their divisional decisions impacted on the wider organisation. The group needed to connect to the bigger organisational picture and to each other.

The session was simple yet powerful.

Improved interpersonal skills were essential to build this new community.

I chose to use the EmotionCards and use them at the beginning of the programme as a way of helping the individuals to open up. To create a space where emotions and real feelings could be safely discussed. The session was simple, yet powerful. It was a session designed to help the delegates get in touch with their leadership vision.

Individually, they were invited to consider who they had willingly followed and why, who they wanted to be as a leader and what their leadership legacy would be. After a few moments, they were then asked to silently review the cards and select three that represented the answers to the questions.

They then discussed their answers in trios and then opened out to the larger group of 20.

Interestingly, there were several levels of insight for the group.

The first was how easy the cards made it for the participants to get in touch with their personal leadership vision and hence identify the associated learning gaps that went with that vision. It gave them clarity about their objectives for the programme, what they needed to get out of the week and a clear, motivating sense of purpose for the long term.

The second level of insight was how they could use the same process with their own teams to inspire a shared sense of team purpose. They said they found it an easy, unthreatening way to start speaking out about personal issues and concerns, and wanted to encourage the same back in their peer groups and reporting teams.

The third level of insight was seeing the connection in terms of values, concerns and dreams within the group. Within a couple of hours of brief introductions and looking at leadership, the group had moved from being a collection of disparate people from various parts of the organisation and locations around the globe to being a connected, supportive unit.

The highlight: seeing technical experts realise the power and value of effective communication and also realise that becoming more comfortable and fluent at expressing what was important to them elicited deeper relationships, which in turn inspired genuine commitment versus pure compliance.

The key learning from this is that it is relatively easy and very powerful to facilitate technically minded experts to develop effective and authentic relationship and communication skills when you use the right tools.





Activity.

Our EmotionCards are small, solid, multipurpose photographic works of art. Anyone looking at them makes their own instant associations. Personal experience and feelings can easily be put into words because they can be visualised. The cards can be used both for one-on-one work as well as in larger groups.

How It's Done.

Debriefing of learning projects. The EmotionCards are spread out on a table. Directly after finishing a learning project, you ask the participants to each take an EmotionCard that answer, for example, the following questions: "Which picture reflects a state you were in during the learning project?" or "What was helpful during the learning project? Which picture best reflects this?" In the next step, each participant presents his or her EmotionCards to the group. By doing it like this, you involve all participants in the debriefing process. Even reserved and shy participants are easily integrated into the discussion. The EmotionCards make different perspectives and experiences accessible to all.

Familiarisation. at the start of the seminar, you help participants to get to know each other in a creative way. Ask the participants to pick out one of the EmotionCards: "Choose a picture that says something personal about you!" The participants then introduce themselves using the photos.

Eliciting expectations. with the EmotionCards you can draw out your participants' expectations of your seminar. The participants select one of the EmotionCards that they feel answers the question: "Which picture represents where you want to be at the end of the seminar?" Go around the group and have the participants present their cards.

Feedback. you can use the EmotionCards for feedback at the end of your seminar. Suggested questions: "What was one of the most important outcomes for you and which picture represents this outcome?" or "What have you decided will be your next step? What are you going to put into practice in your daily life? Choose the picture that most represents this". With the help of the chosen EmotionCard, each participant gives his or her feedback.

Other suggestions for using the EmotionCards can be found in the instructions.

EmotionCards. Contents: 50 photo cards (size: 21 x 14.5 cm), 1 detailed instruction manual. Supplied in a fabric bag.



EmotionCards.1 Order No. 1806. US\$ 80.20 plus TAX & delivery. **EmotionCards.2** Order No. 1808. US\$ 80.20 plus TAX & delivery. **Double pack. 1 + 2.** Order No. 1809. US\$ 152.30 plus TAX & delivery.

SolutionBoard.

Visualising systems.



Coaching tool.

If, in your consulting and coaching work, you want to visualise and develop relationships in an outcome-oriented manner, then you will be interested in our new tool: it combines for the first time the concept of a kinesthetic figureboard with a visual method of scaling. Developing targets and solutions can be very rewarding and, at the same time, it becomes incredibly easy to make development steps measurable. The purpose of SolutionBoard is to make coaching work easier. Coaches need simple and flexible methods for visualisation, reducing complexity as well as opportunities for firmly focussing attention on outcomes and goals. SolutionBoard: the new dimension in consulting, coaching and supervision!

SolutionBoard ...

- allows individuals and teams to physically represent how they perceive the situation or team structure
- encourages communication
- allows needs, feelings and wishes to be more easily accessed and verbalised
- facilitates flexible development
- reduces complexity and encourages holistic communication
- allows resources to be introduced
- makes existing patterns visible
- can be used for both work with individuals and for coaching several people

Scaling.

A particularly helpful form of intervention for achieving clear internal classification of the steps to a goal and highlighting inter-relationships in the system.



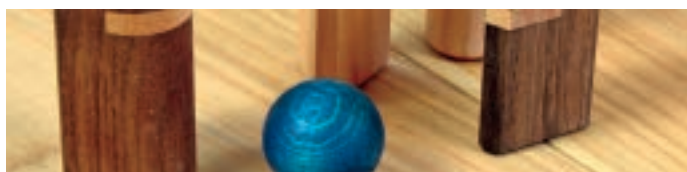
Connecting cords: for visualising inter-relationships, feedback loops, relationship networks, etc.

themes such as illness, secrets, but also hidden resources that could suddenly appear.

SolutionBoard. Contents: foldable figureboard, detachable foam elements with 19 figures, 4 scaling blocks (various colours), 6 pedestals (various colours), 1 ball, 10 connecting cords (5 colours), 1 detailed instruction booklet. Dimensions: 53 x 28 x 9 cm. Weight: 3.5 kg. Delivered in a carrying case.

Scaling blocks: for marking the elicited values on the scale.

Pedestals: they are used to introduce resources, to delineate the



different hierarchies, to represent special challenges, to demarcate the figures, etc.

Ball: the flexible and free element. This is used to represent abstract



Order No. 1814. **US\$ 562.50 plus TAX & delivery.**



Activity.

Starting the seminar day off the right way is essential to any successful team or communication-focused process. Surprise your delegates with the TeamNavigator! This training tool allows you to turn the introduction of your seminar schedule into an interactive activity. This way, your seminar becomes an important team experience for the group - right from the start! With the TeamNavigator, you boost cooperation and a positive group feeling from the outset. Or, use it later during the process for teamwork and management training!

How It's Done.

All delegates form a circle around the TeamNavigator. Every person picks up one or two of the ropes. The goal is to move the pen in the centre across a sheet of paper and draw an arbitrary shape, e.g. the company logo. Another possibility is to draw along a maze set by the trainer.

Name compass: Symbolically, the team members draw their way through the seminar day, following the lines of a maze. They experience in advance both swift progress and encounter potential bumps in the road.

Instead of giving each other directions in the usual way ("up", "down", "left", "right," etc.), delegates must only use each other's names ("A little more towards Julia and Tom!"). This is an unusual way of learning names that sets your seminar apart from anything the delegates have seen before.

The trainer may also prepare the paper sheet in advance with facilitation cards half hidden in slits. Whenever the pen lands on a card, the trainer reveals one of the day's topics.

Guide dog: 4–6 delegates put on blindfolds. The others take the lead and verbally coordinate the drawing activity. The 'blind' experience the importance of sharing essential information; the seeing discover just how much precise instructions help overall success.

Themes & Outcomes.

Getting started - a fun and easy kick-off, learning names, activating the group, creating team spirit

Team building - communicating, focusing on goals, cooperating, identifying interdependencies

Leadership training - communicating effectively and explicitly, motivating through information, generating trust

Participants (min/opt/max): 6/10/30

Time (not including review): 15–30 minutes

Space needed: 1 x 1.5 m desktop

TeamNavigator. Contents: 1 TeamNavigator (beech/plexiglass) with 18 ropes (3 mm x 1 m, detachable), 10 x A2 maze sheets, 1 pen, 1 detailed instruction manual. Dimensions: 60 x 42 x 10 cm. Weight: 5 kg. Supplied in a box.



Order No. 1539. US\$ 478.00 plus TAX & delivery.

DominoEffect.

The domino event.



Activity. You can almost feel the tension and the enthusiasm as the delegates delicately set out the dominos! With only a limited amount of time available they have to create a domino cascade. Just as in any project, different teams work on sections of the cascade pattern. There are countless challenges to be met and specific requirements to be fulfilled in the process. Will the group manage to place the dominos in such a way that at least 75% of them fall over when the cascade is started?

How It's Done. After permission to start is given, the group begin to work feverishly. Coordinated by 'facilitators', they concentrate on developing solutions for the various construction challenges. Again and again you hear: "Oh no, not again" when someone accidentally knocks over a domino and, in a split second, demolishes a part of the painstakingly constructed domino line. Only the built-in 'Emergency Stop' – two of the domino removed from the chain – interrupts the premature chain reaction. Finally everything is ready, the interfaces and crossovers between the various sections are checked. Everything is ready for the release of the chain reaction. At least three quarters of the dominos must fall. To achieve this, the teams have to develop a feeling for the correct distance between the domino and, in various test phases, to get to grips with the operational reliability of the twists and turns, crossover points, height differences and other challenges. The 'facilitators' ensure a smooth flow of communication between the sub-teams encourage the teams to support and motivate one another.

Participants (min/opt/max): 5/15/35

Time for 5–15 delegates (not including review): 45–60 minutes

Space needed: Seminar room or outdoor setting with at least 25 m², optimum is 50–100 m²

Themes & Outcomes.

Working in teams - jointly developing creative solutions, communication interchange, using team rituals

Project management - making synergy effects tangible, coordination of sub-teams, lines of communication in projects

Organisational development - working with CIP - Continual Improvement Process, working with limited resources

Leadership training - coordination of sub-teams, management of a larger system

DominoEffect. Contents of basic set for up to 35 delegates: 750 domino in 5 colours (white, black, blue, green, red) and in 5 separate soft bags, 1 detailed instruction manual. Dimensions: 22 x 54 x 25 cm. Weight: 8 kg. Shipped in a transport bag.



Order No. 1810. US\$ 442.50 plus TAX & delivery.

Communic8.

More than just dialogue.



Activity.

'Making many of the facets of communication tangible!' That was the goal of our designers when developing this learning scenario. Listening, moderating, adapting to others, developing a common vocabulary whilst having fun.

How It's Done.

The delegates are handed pieces of an octagonal shape. The outer edges of these pieces have a printed symbol on them. Each symbol has a matching counterpart on the outer edge of another piece, all together making up the complete shape. The goal is to put this eight-sided shape together and put it all down at once on the table with the printed side underneath. However, the symbols on each person's pieces must be kept hidden.

The key to solving this task is successful, targeted communication, describing the symbols with the appropriate words so that the matching counterpart can be found. But how successfully can the team describe their own take on reality, their own perspective?

The team must complete the challenge and then place the shape face down on the table. Have they been able to communicate successfully? With the aid of a metal plate, the trainer turns over the complete form and the group gets to see the result of their own 'communication'.

Participants (min/opt/max): 8/16/16

Time (not including review): 20–40 minutes

Space needed: at least 30 m² and a table of at least 80 cm x 80 m

Themes & Outcomes.

Communication training - sender/receiver issues, active listening, meta-communication, persuasion, and many others

Teamwork - developing a common vocabulary, agreeing on interfaces, feedback process, motivation

Customer orientation - speaking the customer's language, needs analysis, seeing the customer's 'map'

Systems thinking - self-organisation

Solving conflicts - dealing with misunderstanding

Facilitation training - interim summaries, getting the overview, maintaining discipline in discussions

Communic8. Contents: 16 magnetised plastic shapes, 1 magnetic plate, 1 detailed instruction manual. Dimensions: 50 x 45 x 3 cm. Weight: 4.5 kg.



Order No. 1813 US\$ 442.50 plus TAX & delivery.



Activity.

Three teams compete for a commodity that is in limited supply and on which they all depend. As they are at first practically unable to communicate with each other, greed and departmentalised thinking prevail. The result: everyone fails. Only at a later stage does it become clear how the best way of dealing with limited resources can be achieved. A real eye-opener for the issues of 'win-win' and 'moderation'.

How It's Done.

The Ecos inhabit a number of planets in a solar system far, far away. These planets orbit a mother planet that supplies them with the gas Ecopozone, which occurs naturally there and is of vital importance to their existence. Once a month cargo transporters fly from the planets to the mother planet to extract the self-regenerating gas.

Each planet aims to maximise its stocks of Ecopozone. However, in so doing, the Ecos on the different planets run the risk of taking too big a 'slice of the cake', with the merciless consequence of their own downfall ...

Only in the second round are the subgroups of the planets allowed to negotiate with each other. Then it suddenly becomes clear what can be achieved through coming to arrangements and reaching clear agreements. Only win-win strategies (in which all sides benefit) will assure the survival of all.

Participants (min/opt/max): 6/12/15

Time (not including review): 45 minutes

Space needed: depending on group size, minimum however of 50 m²

Themes & Outcomes.

Developing a win-win strategy - negotiating, transcending departmental boundaries, thinking in a broader context

Effectiveness of agreements - transparency, abiding by agreements

Dealing with resources - how much can individual participants take out of the 'mutual pot'? Who decides on how resources are extracted?

Dealing with targets - long-term vs. short-term targets, sustainability of targets

Working with values - what values are important to us? Altruism vs. egotism

Ecology and systemic thinking - 'We are all in the same boat'

Ecopoly. Contents: 3 cargo transporters, 200 wooden gas bottles in cloth bags, 1 detailed instruction booklet. Dimensions: 38 x 33 x 12 cm. Weight: 3 kg incl. wooden case. Shipped in a wooden case.



Order No. 1503. US\$ 292.50 plus TAX & delivery.



Activity.

30 cards. 6 shapes. 5 colours. 1 logical system. No problem. Shame you're blindfolded...!

In this highly challenging activity, the key to success lies in explicit communication, active listening and strategic thinking. CommuniCards is a real treasure chest for communication professionals!

How It's Done.

All participants sit blindfolded in a small circle. The trainer takes two of the thirty cards and distributes the remaining 28 among the participants. The group's task is to discover the shape and colour of the two missing cards by sharing information as a team about their supplies information about the colour. CommuniCards can also be played using fewer shapes and colours, depending on the size of the group. Ideally, each participant will get two cards.

Participants (min/opt/max): 6/14/28

Time (not including review): 20–45 minutes

Space needed: Sufficient to form a circle with all participants
Themes & Outcomes.

Communication training - illustrating the 'sender/receiver' relationship, experiencing multi-layered communication, impact of explicit and implicit language

Facilitation - bundling information, staying 'on track', attracting attention, being assertive, meta-communication

Sales training - selling on the telephone, supplying the customer with detailed information, active listening

Team communication - active listening, resolving misunderstanding, dealing with information flow, discipline in communication

Leadership - gathering information, staying focused, attracting attention, winning recognition

Project management - knowledge transfer, developing strategies, dealing with incomplete information

CommuniCards. Contents: 30 robust plastic cards, 16 blindfolds, 1 detailed instruction manual. Dimensions (with blindfolds): 33 x 15 x 25 cm. Weight: 1.5 kg incl. box.



Order No. 1505.US\$ 375.00 plus TAX & delivery.

The Philosopher's Stone.

Stretching for the brain.



Activity.

Everyone remembers how, many years ago, Paul Watzlawick used the “nine dots” puzzle to activate the creative areas of the brain. The Philosopher's Stone, our mental-limit stretcher, works in a very similar way to this well-known thought experiment. It is a small but smart learning project that is a fantastic aid for trainers who want to enable their delegates to achieve a state of high creativity – and with an added tactile aspect! When you want to boost creative processes or encourage thinking outside the box, this little companion works true wonders.

How It's Done.

Groups of 1 – 5 delegates are given one shape plate with three different holes: a circle, a square and a triangle. The key question is: “What exactly would a shape that fits precisely through all three holes look like?” This requires real creative thinking and saying goodbye to entrenched thought processes! Only when we activate all creative areas of the brain will we be able to sketch out what this shape should look like. We particularly like the alternative strategies of providing the delegates with potatoes and a small cutting knife or letting them use modelling clay (not supplied). The delegates' task is then to use their hands to create the desired shape. At the end, the mystery is revealed with the aid of the actual “Philosopher's Stone” (a wooden shape).

Participants: 1–5 per shape plate.

Time (not including review): 10–20 minutes.

Space needed: one table for the delegates to sit/stand around.

Themes & Outcomes.

Creativity - during brainstorming to help develop new perspectives, ‘thinking outside the box’

Coaching - reframing entrenched beliefs, supporting the statement, “If you can dream it, you can do it”

Energiser - in the morning, post-lunch

The Philosopher's Stone. Contents: acrylic glass shape plate, wooden Philosopher's Stone, 1 detailed instructions. Dimensions: 24 x 9 x 5 cm. Weight: 200 g. Delivered in a cloth bag.



Order No. 1531. **US\$ 28.50 plus TAX & delivery.**

Scoop.

So how's your team today?

www.metaaccion.com
product video



Activity.

In daily life, teams are often faced with situations where a solution can only be found if they all literally 'pull together'. Use Scoop to vividly illustrate just how important co-operation and facilitation are when it comes to working together as a real team.

How It's Done.

The group's task is to lift a ball from the ground using a shovel-like tube, then transport it to a designated spot (such as a bucket) where it is then deposited. All delegates take hold of one (or more, depending on group size) of the ropes attached to the device, forming a circle in the process. They then jointly manoeuvre Scoop towards their goal. There are various tried and trusted versions of this activity that you can use with your group:

Remote Control. The group is split into a team of managers and a team of workers. The managers are responsible for coordinating the project but are not allowed to touch the ropes. To master this challenge, they need to develop an effective and transparent communication style as well as be focused on achieving targets.

Activation. The exercise is carried out by the entire group, focusing on team issues.

Self-Organisation. Without explicitly defining a team of managers, the group needs to solve the task by organising itself efficiently. The challenge here is to identify and assign the various roles needed to get the job done within the team.

Participants (min/opt/max): 6/14/18

Time (not including review): 15–20 minutes

Space needed: 10 x 10 m

Themes & Outcomes.

Team building - cooperating, communicating, focusing on goals, facilitating, identifying interdependencies in systems

Self-organisation - concentrating, focusing

Energiser - seminar start, post-lunch

Scoop. Contents: 1 shovel tube with 16 robust strings (3 mm x 2.5 m, detachable), 3 balls, 1 detailed instruction manual. Dimensions: 30 x 21 x 13 cm. Weight: 700 g. Supplied in a soft case.



Order No. 1500. US\$ 142.50 plus TAX & delivery.

MarbleRun.

Keep your communication skills rolling!



Activity.

Sharing information, dealing with shortages and communication interchange are real challenges for any team. With MarbleRun you have an exciting construction exercise which works brilliantly for focusing on reaching common goals.

How It's Done.

The group is divided into two separate teams. Each team's task is to construct a MarbleRun for the wooden balls with the material provided. At the end, the type of construction and the balls' running times should be the same. Communication between the teams is organised via messengers. Information may only be exchanged verbally. Where technically possible, you can also use walkie-talkies or email.

Themes & Outcomes.

Team development - communication interchange, dealing with shortages, coordination, finding agreements, communicating via media, interteamworking

Intercultural communication - communication between two cultures and value systems

Leadership training - cooperation between managers leading two separately acting teams

Project management - information management/transfer, finding creative solutions, communication during different phases of a project

Participants (min/opt/max): 6/14/20

Time (not including review): 60–90 minutes

Space needed: Two separate areas, each 6 x 6 m

MarbleRun. Contents: 40 wooden sticks with external thread, 40 connecting components with internal thread, 2 flexible tubes, 6 wooden balls, fixing straps, 1 detailed instruction sheet. Dimensions: 59 x 40 x 29 cm. Weight: 19 kg incl. case. Ships in a robust aluminium box.



Order No. 1509. US\$ 585.00 plus TAX & delivery.

StringBall. Handle with care.



Activity.

This activity focuses on the importance of respecting the individual needs of all members in a team. When working with StringBall, each member can only contribute effectively to accomplishing the task if all others support her/him by means of effective communication.

How It's Done.

The majority of delegates put on blindfolds (the difficulty level increases with the number of delegates wearing blindfolds). The 'blind' are given the task of carrying a ball balanced on a metal ring from one pedestal to another. However, they are not allowed to directly touch the ring! Instead, they transport it using a number of ropes attached to the ring. The ropes must be held at the ends and not shortened. The 'sighted' direct the entire process by coordinating the movement of the 'blind'. All communication is through speaking, no touching is allowed. Dropping the ball during transport is sanctioned in a way the trainer and group see fit. By setting up the two pedestals independently, you can adjust the difficulty level according to the group's capability (for example, try placing them on bumpy terrain, or put one on a desk). Individual strings can be detached to cater for different group sizes.

One more idea: When you are doing this activity outdoors, why not add to the excitement by using a raw egg instead of a ball?

Participants (min/opt/max): 4/9/12

Time (not including review): 15–45 minutes

Space needed: The more, the better

Themes & Outcomes.

Team building - interacting, trusting, cooperating, dealing with stress, giving feedback

Communication training - active listening, awareness of body language, sender/receiver issues

Leadership training - identifying individual needs, adapting leadership style, motivating, communicating effectively and explicitly, facilitating

Project management - dealing with information shortages, visualising project phases, determining the roles of project managers

Energiser - in the morning, post-lunch

StringBall. Contents: 1 ring (stainless steel), 8 robust strings (3 mm x 2 m), 2 pedestals (beech, easy disassembly), 1 ball, 8 blindfolds, 1 detailed instruction manual. Dimensions: 30 x 21 x 13 cm. Weight: 1.8 kg. Supplied in a soft case.



Order No. 1511. **US\$ 158.80 plus TAX & delivery.**

TeamBeam. In the Balance.



Activity.

Sometimes, team members have the feeling they're getting in each other's way when they're looking for solutions to problems. This often results in 'going-it-alone-ism' and a lack of coordination. With TeamBeam your delegates experience close-up that 'working together' means much more than just working on the same project and at the same time.

TeamBeam is also an excellent ice-breaking tool in a seminar and helps the delegates to become comfortable with each other.

TeamBeam consists of five individual parts that can be linked together for adapting to seminar groups of varying sizes.



Themes & Outcomes.

Ice breakers - feeling comfortable with each other, learning each others' names

Energiser - start of seminar, post lunch

Team building - interacting, coordinating, trusting, bonding, group feeling

Project management - dealing creatively with shortages

Participants (min/opt/max): 5/7/10

Time (not including review): 10–20 minutes

Space needed: 5 x 2 m at full length

TeamBeam. Contents: 1 TeamBeam (beech wood), consisting of 5 parts, with non-slip cork base, 1 detailed instruction manual. Dimensions: 93 x 20 x 13 cm. Weight: 14 kg.



Order No. 1533. **US\$ 337.50 plus TAX & delivery.**

Order No. 1549. **US\$ 88.50 plus TAX & delivery.**

LoonyLoop. Very Clingy.

Activity.

Sometimes solutions can be hard to find when we try to solve a problem the same way over and over again. With a Loony Loop you can give your participants the chance to do some creative mind stretching as they puzzle their way to new thinking strategies.

How It's Done.

Attach the LoonyLoop to a buttonhole of one of your delegates. His/her task is now to remove it. And maybe it works completely differently to how everyone thinks ...

Themes & Outcomes.

Creativity - developing new perspectives, gaining self-confidence

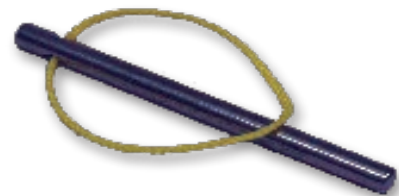
Coaching - effect of trying to solve a problem in the same way again

Energiser - beginning of a seminar, post-lunch

Make sure your clients remember you!

LoonyLoop is the ideal promotional gift for any trainer or coach. Have your name or slogan printed on your LoonyLoops. Please ask us for terms and conditions.

LoonyLoop. Contents: 1 Loony Loop (steel, 8.5 cm), 1 detailed instruction manual. Weight: 20 g.



Order No. 1513. **1 Loop. US\$ 4.10 plus TAX & delivery. 10 and more: US\$ 3.70 plus TAX & delivery.**

MagicNails.

Impossible? Think again!

Activity. “There’s no way you can solve this!” is probably what your participants will say when they are confronted with MagicNails. No wonder! Picture the following challenge: the task is to balance 17 nails on one nail. The 17 nails are not allowed to touch the base or the table. What a perfect metaphor for working with teams confronted with seemingly hopeless situations in their working life.

Participants: 1–10 (approx)

Time (not including review): 5–20 minutes

Space needed: approx. 1 x 1 m

Themes & Outcomes.

Creativity - developing new perspectives and ideas, experimenting, courage to create

Project Management - recognising synergies in resources

Energiser - seminar warm-up, post-lunch

MagicNails. Contents: 18 nails (180 mm, nickel-plated, heavy finish), 1 case (wooden), 1 detailed instruction sheet and solutions. Weight: 1.4 kg incl. box. Dimensions: 22 x 12 x 7 cm. Shipped in a wooden case, which doubles up as the base for the activity.



Order No. 1512. **US\$ 90.00 plus TAX & delivery.**

Blindfolds.

Who turned off the lights?

Blindfolds.

Thanks to the soft fleece cloth, our blindfolds are not just 100% opaque but also particularly soft on the skin. Washable at 30° C. Use them with StringBall, CommuniCards, TeamNavigator, SysTEAM and Tower of Power.

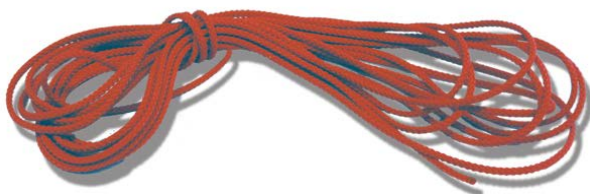
Size: 80 x 15 cm. Colour: red. Weight: 30 g.



Order No. 1518. 1Blindfold. **US\$ 5.70 plus TAX & delivery.**

10 and more: **US\$ 4.80 plus TAX & delivery.**

Rope.



Rope. Easy handling synthetic rope for numerous outdoor activities.

15 m. Order No. 1514. **US\$ 31.60 plus TAX & delivery.**

25 m. Order No. 1515. **US\$ 52.70 plus TAX & delivery.**

50 m. Order No. 1516. **US\$ 104.00 plus TAX & delivery.**

Invoice details

Organisation

Contact person

Address

City/County/Postcode

Phone

E-Mail

Delivery address if different

Quantity	Article	Page.	Order No.	price (US\$)	total price (\$)
	order free catalogue			0.00	
	Blindfolds/10+	37	1518	5.70/4.80	
	CataPults Basic Set	4	1554	1,035.00	
	Catapults Extension Set	4	1555	345.00	
	Communic8	29	1813	442.50	
	CommuniCards	31	1505	375.00	
	Complexity	13	1538	337.50	
	CultuRallye	21	1804	247.50	
	CultuRallye XXL	21	1850	412.50	
	DominoEffect	28	1810	442.50	
	EasySpider	9	1517	255.00	
	SpiderFrame	9	1522	292.50	
	Ecopoly	30	1503	292.50	
	EmotionCards.1	25	1806	80.20	
	EmotionCards.2	25	1808	80.20	
	EmotionCards.1+2	25	1809	152.30	
	FacilitationBalls 1.	11	1807	77.80	
	FacilitationBalls 2.	11	1811	77.80	
	FacilitationBalls 1+2.	11	1812	144.20	
	FloatingStick	22	1506	180.00	
	HeartSelling	8	1803	742.50	
	HeckMeck	14	1504	262.50	
	Leonardo's Bridge	6	1526	345.00	
	LoonyLoop/10+	36	1513	4.10/3.70	
	MagicNails	37	1512	90.00	
	MarbleRun	34	1509	585.00	
	The Philosopher's Stone	32	1531	28.50	
	Pipeline	7	1530	210.00	
	RealityCheck	20	1508	112.50	
	Rope15m/25m/50m	37	1514/1515/1516	31.60/52.70/104.00	
	Scoop	33	1509	585.00	
	SoapBox	23	1536	1,725.00	
	ExtensionSet	23	1537	600.00	
	SolutionBoard	26	1814	562.50	
	StrangeWorld	15	1519	142.50	
	StringBall	35	1511	158.80	
	SysTEAM	17	1501	525.00	
	Team ²	19	1520	330.00	
	TeamBeam	36	1533	337.50	
	TeamBeam carrying system	36	1549	88.50	
	TeamNavigator	27	1539	478.00	
	The Band - carry sack	12	1540	337.50	
	The Band XXL - carry sack	12	1541	382.50	
	The Band - case	12	1547	337.50	
	The Band XXL - case	12	1548	382.50	
	The Maze	16	1805	310.50	
	Tower of Power	5	1534	297.00	
	Tower of Power XXL	5	1551	352.50	

plus taxes and delivery

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Your load is mobilized receiving the US \$ amount by bank transfer. Our services include packaging, documentation, delivery to the Customs Warehouse in your country and insurance of transport (CIF). Payment can be made to the account at the foot of your invoice.

Please indicate your address (name of company/project, contact person, phone and fax, street address) for safe handling of shipping documents.

Normal Postal service will take about 2-3 weeks. Sea freight can take longer, up to a month (i.e. in the case of Germany to Uruguay).

Airfreight takes usually one week but is more expensive.

Delivery

We provide priority to quick and reliable delivery service to your location.

12 months guarantee

We want you to be completely satisfied with your purchase so should any components become defective we will repair or replace free of charge.

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Do you have any questions or need help choosing the right product for your project? Our customer support team are ready to help on.




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Agenda de Seminarios 2015

SEMINARIO DE CERTIFICACIÓN	FECHA	LUGAR	INVERSIÓN
Aprendizaje activo en sistemas de calidad Técnicas de facilitación y dirección de grupos 	24 - 26 feb 2015 (3 días)	San José, COSTA RICA	US \$ 730
	24 - 26 marzo 2015 (3 días)	Guatemala, GUATEMALA	US \$ 820
	21 - 23 abril 2015 (3 días)	San José, COSTA RICA	US \$ 730
	4 - 6 mayo 2015 (3 días)	Panamá, PANAMÁ	US \$ 820
	16 - 18 jun 2015 (3 días)	San José, COSTA RICA	US \$ 730
	4 - 6 agosto 2015 (3 días)	San José, COSTA RICA	US \$ 730
	22 - 24 sept. 2015 (3 días)	Quito, ECUADOR	US \$ 820
	20 - 22 oct 2015 (3 días)	San José, COSTA RICA	US \$ 730
	3 - 5 nov 2015 (3 días)	Lima, PERÚ	US \$ 820
	24 - 26 nov 2015 (3 días)	San José, COSTA RICA	US \$ 730
Procesos de cambio Diagnóstico y desarrollo organizacional 	18 - 19 marzo 2015 (2 días)	San José, COSTA RICA	US \$ 685
	7 - 8 mayo 2015 (2 días)	Panamá, PANAMÁ	US \$ 745
	7 - 8 octubre 2015 (2 días)	San José, COSTA RICA	US \$ 685
Facilitación gráfica Comunicación visual para aprendizaje e innovación 	10 - 11 marzo 2015 (2 días)	San José, COSTA RICA	US \$ 495
	8 - 9 sept 2015 (2 días)	San José, COSTA RICA	US \$ 495

SEMINARIOS DE PLANIFICACIÓN E INNOVACIÓN

- Inspirar liderazgo con inteligencia emocional.
- Procesos de cambio.
- Planificación de procesos.
- Impulsando ideas creativas con imágenes.
- Dinámicas para la cohesión y sinergia de equipos.

Cupos limitados, seguimos el orden de inscripción en la lista del seminario. Más información sobre cada seminario en nuestra www.metaaccion.com. No dude en comunicarse con nosotros y con mucho gusto le asesoramos sobre formatos corporativos y otros arreglos especiales. También ofrecemos seminarios "in-house" para su organización, de acuerdo a sus necesidades.



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