

# Catalogue 2016/17



Transform your Training.

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### 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'. CataPulps 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](http://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](http://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 with San José, close to Multiplaza the Escazu.

Let us help you transform your training.

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## RealityCheck

Zoom between worlds

Participants (min/opt/max) 5/16/32

Time (not including review) 10–15 minutes

Space needed dependent on size of group, minimum 40 m<sup>2</sup>



**NEW!**

### RealityCheck

Contents: 16 large-format picture cards, 1 detailed instruction manual. Dimensions: 29 x 29 x 1 cm. Weight: 500 g including box (two-pack 1000 g).

### RealityCheck 1

Order-No. 1508 **US\$ 112.50\***

### RealityCheck 2

Order-No. 1529 **US\$ 112.50\***

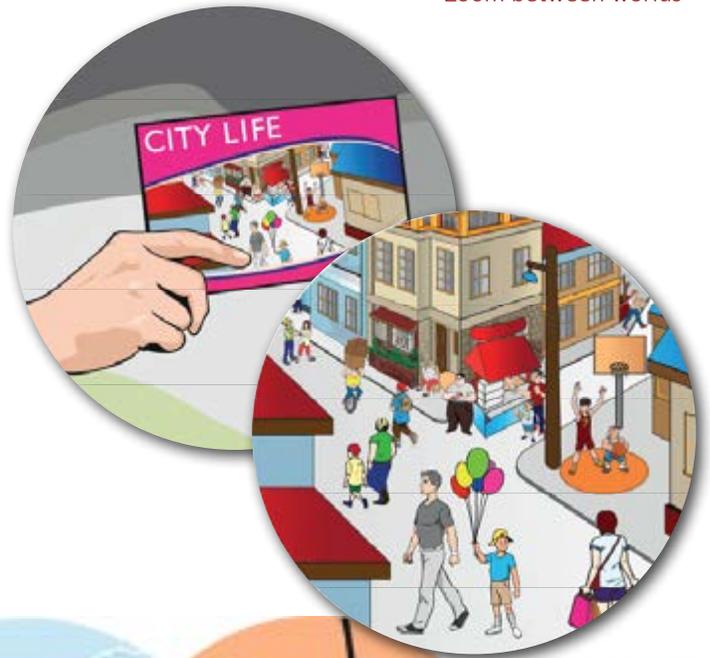
### RealityCheck 1 + 2

Order-No. 1542 **US\$ 213.75\***

\* Ex-factory prices, see page 43 for delivery conditions



New images in RealityCheck 2. Both boxes together complete the perfect circle.



## 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



## The circle closes!

RealityCheck now also with up to 32 participants actable. Just combine RealityCheck 1 and 2.

The new RealityCheck 2 offers a fascinating continuation of RealityCheck 1. If you have already worked with RealityCheck 1 with your group, RealityCheck 2 is a new challenge for them, as the level of difficulty is slightly higher.

### 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'.

## Leonardo's Bridge

Overcoming any Obstacle

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

#### 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.

### Leonardo's Bridge

Contents: 28 sticks (wood, sanded, coated red), 28 small sticks for the planning, 4 x 3 m rope, 1 detailed instruction manual. Dimensions: 138 x 16 x 13 cm.

Weight: 6,7 kg incl. bag.

Supplied in a transportation bag.

Order-No. 1526 **US\$ 345.00**

\* Ex-factory prices, see page 43 for delivery conditions





## Themes & Outcomes

**MOVEMENT** - warming up, coordinated and dynamic togetherness **WORKING IN TEAMS** - developing creative solutions together, cooperation between departments, communicating effectively, working towards a common goal **LEADERSHIP** - effective and target-focused facilitation, motivation, maintaining the big picture, steering optimisation processes **ENERGIZER** - start of the day, post-lunch

### ACTIVITY

Together, the group stretches and holds the FlyingCarpet taut. They then manoeuvre one or two balls across the highly mobile stretched surface, using their steering skills to either pot or block a ball, or carry out other tasks. This activates their laughter muscles while – almost in passing – revealing how they cooperate and what dependencies there are within the team.

### HOW IT'S DONE

On the edge. A ball is to be moved once around the outer edge of the FlyingCarpet. There and back again. A ball is to circle around all of the holes and then be brought back to the starting point.

Contest. Both teams stand around and hold the FlyingCarpet in an alternating order (one participant from Team A, then one from Team B, then one from Team A, etc.). Team A has one minute to try to get the ball in one of the holes while Team B attempts to prevent them from doing so. They then swap over and Team B attempts to get the ball in one of the holes while Team A blocks.

Bottom up. One participant is underneath the Carpet and tries to work out where the ball is. By quickly grabbing through one of the large holes, he or she attempts to get his or her hands on the ball and pull it back through the hole. The team holding the Carpet attempts to stop him or her from doing so.

Marked. Some of the holes are masked from below with round, labelled facilitation cards. The ball is then to be transported from one of the newly created positions to the other.

### FlyingCarpet

Contents: 1 circular cloth with a wide grip, 2 balls, 1 detailed instruction manual. Dimensions: 67 x 35 x 15 cm. Weight: 3 kg incl. bag. Supplied in a cloth bag.

Order-No. 1855 **US\$ 297.00**

*\* Ex-factory prices, see page 43 for delivery conditions*



## Tower of Power

For Teams who set their sights a little higher

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

#### 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.

#### 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.

Order-No. 1534 **US\$ 297.00**

#### 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.

Supplied in wooden case.

Order-No. 1551 **US\$ 352.50**

\* Ex-factory prices, see page 43 for delivery conditions



# EXPERT'S INSIGHT

## Tower of Power



I attended a METALOG demonstration workshop earlier this year in the hope I would find a tool which I could use in some first line manager workshops I was running. I found the very thing I was looking for: the Tower of Power. I was looking to introduce the D.I.S.C personal profiling analysis (PPA) tool from Thomas International which we have used for many years in our recruitment process. I was now looking to train our managers on the many benefits of D.I.S.C in the development of their people and teams. The Tower of Power was the perfect tool to really emphasise the different behaviours of people in a task situation.

I set the session up with a talk and chalk overview of D.I.S.C in order to give our managers a bit of theory. They learnt about Dominance, Influence, Steadiness and Compliance. I then gave each of them the results of their PPA test and answered any questions they had. Already they were beginning to get a greater sense of self awareness around their preferred behavioural styles. Now it was time to introduce The Tower of Power. This activity involves them as a team having to work together to build a tall tower

of blocks, as high as they can go using only a metal hook hanging from a centre block. This centre block has 24 pieces of rope attached to it (you can use this activity for up to 24 people). Straight away you begin to see the different approaches people have to this activity. You see the Dominance people begin to take charge and getting stuck in, you see and hear the excitement of influence people getting involved, you see the quiet, nervous contemplation of the Steadiness people taking it all in and you witness the logical suggestions of the Compliance people trying to ensure it is achieved exactly according to the rules and it is completed just right. Most people want to get a positive result from this activity but it's fascinating to watch the different ways people go about achieving this and how they celebrate that success at the end too. Throughout the activity my role was to watch and observe these different behaviours whilst making notes which assisted me in my debrief session with them after. The debrief session, of course, is critical to the experiential learning process and the instructions in the tools offer

you useful hints and suggestions on how to do this. During our debrief sessions we once again see the behavioural styles coming out which only adds to the learning. The next time I use

„I want to see what lessons can be learnt about our ability to modify our behaviours to cope and adapt to different situations“

this tool I want to try a different approach. I want to instruct everyone, behavioural group by behavioural group, to modify their behaviour to an opposing behaviour. I want to see what lessons can be learnt about our ability to modify our behaviours to cope and adapt to different situations and I believe the Tower of Power is a great tool to achieve this too. Since purchasing and using the Tower of Power I have purchased 'Floating Stick', 'Reality check' and the 'Emotion cards'. They have all been great to use, drawn out the learning I wanted people to achieve and are great fun to use too.



*Rob Jeffery works for Thomas International which provides people assessments which empower business leaders to transform the performance of their teams and individuals – and deliver an immediate impact on their organisation. Thomas is different because our people assessments are straight forward to understand and quick to use, with rapid results. Rob's delivery style in the training room is both challenging and engaging making his delegates feel comfortable and empowered. He is a professional event and party DJ in his spare time with a passion for great music. He found what he was looking for at one of our METALOG workshops*

## CommuniCards

The Art of Communicating



### 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. Supplied in wooden case.

Order-No. 1505 **US\$ 375.00**

*\* Ex-factory prices, see page 43 for delivery conditions*



#### 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 asupplies 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.



#### FOR USE AS A COACHING TOOL – NEW DIMENSIONS OF ASKING

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. The Facilitation Balls act as ‘language you can touch’.

#### 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. 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 ...“

#### FACILITATIONBALLS 2

Light bulb: „The following idea was important to me ...“

Puzzle piece: „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 hight, I can see ...“

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

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

#### FacilitationBalls 1

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

Order-No. 1807 **US\$ 77.80**

1



#### FacilitationBalls 2

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

Order-No. 1811 **US\$ 77.80**



2

#### Two-pack 1 + 2

Order-No. 1812 **US\$ 144.20**

\* Ex-factory prices, see page 43 for delivery conditions



## 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 manual. Dimensions: 38 x 33 x 11 cm.

Weight: 3.6 kg. Shipped in a wooden case.

Order No. 1803 **US\$ 742.50**

\* *Ex-factory prices, see page 43 for delivery conditions*



### 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.



## 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

### **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 manual. Dimensions: 53 x 28 x 9 cm. Weight: 3.5 kg. Delivered in a carrying case.

Order No. 1814 **US\$ 592.50**

\* Ex-factory prices, see page 43 for delivery conditions

### 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.

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

**CONNECTING CORDS** for visualising inter-relationships, feedback loops, relationship networks, etc.



## EXPERT'S INSIGHT

### CultuRallye



A multinational pharmaceutical company asked me to develop an experience that would help their teams recognise the importance of communicating clearly and creatively with physicians, regulatory bodies and health-care authorities across Europe. We needed an engaging activity that would help the group shift their attention to how they communicate with different stakeholders - and with each other.

The challenge is that the sales reps and product managers often assume that their audiences see health-care issues the same way - that they're all working from the same set of underlying assumptions and expectations. But they're not. That can prevent them from working well across functions or being responsive to other points of view.

To help the team of 40+ people recognise the power of different perspectives, we played a giant game of CultuRallye.

The game got the entire room laughing - and awakened the competitive spirit across the group. Players hurled themselves across the table to be the first to complete the task required by the action die. Once the players become comfortable with the game - things

get more challenging as they have to compete without saying a word to each other. What's great about the game at this stage is how quickly the tables get comfortable and players get confident working in a familiar routine. After a few minutes, gestures and actions that seemed absurd become "normal". In other words, each table establishes its own working culture - just like real teams.

After several rounds, we counted chips and congratulated the winners at each table, who then joined another table. When the winners shifted to new groups (and, unknowingly, to a new set of rules) - constructive chaos ensued. People who had succeeded by relying on one way of working had to adapt quickly to a new environment. Groups that had established a rhythm and pattern had to help the newcomer learn their procedures - all without talking!

After several rounds, the group shared their insights from the experience - recognising the dangers of assuming shared knowledge, the importance of clarifying unwritten (and unspoken) rules, the need for adaptability and more. When asked to connect the lessons to their

actual work - ideas came thick and fast: from developing better induction procedures to re-evaluating processes that they had long taken for granted. Managers noted the need to make sure new hires learned the ropes - while being open to new ways of performing a task. Senior Directors saw a clear connection between the different processes in place at

**"just because everyone else is doing it wrong doesn't mean they're crazy."**

each table and the different ways of working inside different functions in the company. This provoked a great debate about the value of diverse approaches. It wasn't simply a matter of establishing one rule for all - but about recognising that differences exist, and that difference can add value.

One of the best comments was „just because everyone else is doing it wrong doesn't mean they're crazy."

The game proved a huge success - with the entire group alive, awake, alert and enthusiastic about learning how to communicate more



*David Thompson, M. A. helps people communicate with clarity, creativity and confidence – resulting in better leadership, better teamwork and better business performance. Drawing upon more than 20 years of experience in public relations, corporate communications and business management, David helps his clients act with impact and influence to achieve outstanding results. David has worked with executives from a wide range of companies including Biogen Idec, B & Q, Bottega Veneta, CHEP, Kering, Mundipharma International, Pfizer, Stella McCartney, Saint Laurent, Whirlpool and many more. David holds a BA in English Literature from Davidson College in Davidson, NC and an MA in Shakespearean Theatre from the University of Essex.*

Participants (min/opt/max) 9/12/16; XXL: 9/12/35

Time (not including review) 20–25 minutes

Space needed approx. 60 m<sup>2</sup>, for 4 tables (or 7 for XXL) with enough distance separating them

**CultuRallye**

Rules make life easier – or do they?



## 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

### 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.

### CultuRallye

Up to 16 delegates: Contents: 8 dice, 320 cash chips, 16 plastic beakers, game instructions for 4 tables, 1 detailed instruction manual. Dimensions: 38 x 33 x 12 cm. Weight: 3 kg incl. case. Supplied in wooden case.

Order-No. 1804 **US\$255.00**

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 incl. case. Supplied in wooden case.

Order-No. 1850 **US\$ 435.00**

\* Ex-factory prices, see page 43 for delivery conditions



## The Band

Stretching Teams

Participants Standard: 4–16; XXL: up to 34

Time (not including review) RA 10–45 minutes; MC 10–25 minutes

Space needed RA/C large space free of obstacles; MC 6 x 6 m



### 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 manual.

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 (4.50 m) and XXL (6 m).

Standard in carry sack

Order-No. 1540 **US\$ 337.50**

XXL in carry sack

Order-No. 1541 **US\$ 382.50**

\* Ex-factory prices , see page 43 for delivery conditions

#### 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.





## Themes & 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



### 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 Tool that hits the target every time.

### HOW IT'S DONE

**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. Then it's time to fire the first egg ... This is the version with outdoor event character.

### CataPults Basic Set

Contents: 3 construction sets for a total of 3 CataPults for work in 3 sub-groups, 1 detailed instruction manual.

Dimensions: 70 x 36 x 18 cm. Weight: approx. 16 kg.

Supplied in 3 cloth bags.

Order-No. 1554 **US\$ 1.080.00**

### 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.

Order-No. 1555 **US\$ 360.00**

\* Ex-factory prices, see page 43 for delivery conditions

## EmotionCards

Show how you feel

### 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.



### SOME MORE SUGGESTIONS, HOW TO USE THE EMOTIONCARDS

**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**

EmotionCards 2 Order-No. 1808 **US\$ 80.20**

Double pack 1 + 2 Order-No. 1809 **US\$ 152.30**

\* Ex-factory prices, see page 43 for delivery conditions



Participants (min/opt/max) 5/10/12  
Time (not including review) 15–30 minutes  
Space needed tabletop of at least 1 x 1,20 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

### 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 Team<sup>2</sup> 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.

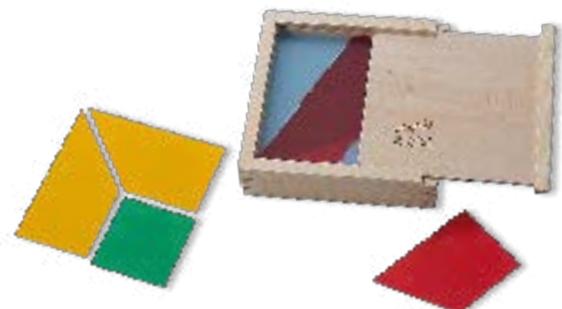
The message is clear: if a group is to be successful at any task, all members must sacrifice their personal goals to support those of the group as a whole.

### Team<sup>2</sup>

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- and birchwood with a sliding cover.

Order-No. 1520 **US\$ 330.00**

*\* Ex-factory prices, see page 43 for delivery conditions*



## SoapBox

One product – many uses

Participants (min/opt/max) basic set: 6/15/30; can be extended: max. 60  
Time (not including review) 60–120 minutes Space needed 1 large room with at least 80 m<sup>2</sup> 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 **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 **LEADERSHIP** - motivating, maintaining the overview, keeping to arrangements **INTERCULTURAL COMMUNICATION** - communication between several cultures and value systems, communication between company sites in different countries **PROJECT MANAGEMENT** - planning and execution of a project, milestones, dealing with time pressure, sharing information, division of roles, dealing with complexity **CREATIVITY TRAINING** - utilising creativity strategies such as the Disney model **QUALITY MANAGEMENT** - planning, setting and evaluating quality criteria **MARKETING** - customising a marketing concept, effect of brand and claim, word-image-product dialogue

#### 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.

#### SoapBox BasicSet

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

Order-No. 1536 **US\$ 1.725.00**

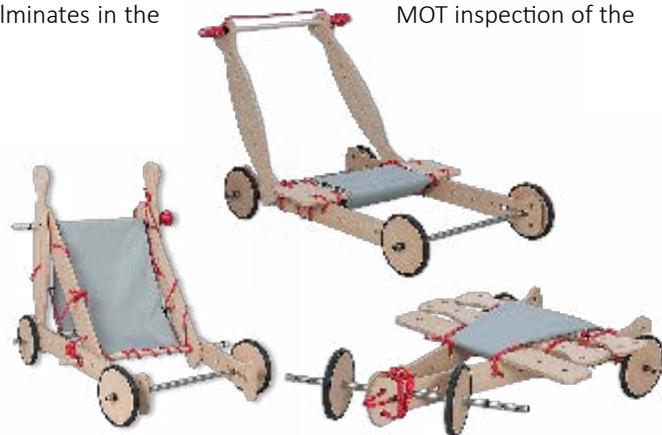
\* Ex-factory prices, see page 43 for delivery conditions

#### SoapBox ExtensionSet

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

Order-No. 1537 **US\$ 600.00**

\* Ex-factory prices, see page 43 for delivery conditions





## 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

### 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 ...

### 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**

\* Ex-factory prices, see page 43 for delivery conditions



## Aprendizaje Activo en Sistemas de Calidad



Técnicas de facilitación y dirección de grupos

El método Metaacción es la base de la facilitación profesional. Se aplica para abordar temáticas con grupos en forma estructurada y con uso eficiente del tiempo. Impulsa la contribución activa de los involucrados en la operación y en la toma de decisiones, hacia objetivos y resultados.

La facilitación es competencia clave para líderes en desarrollo de talento humano y organizacional.

3 módulos en 3 días:

1. **Práctica:** Ciclo completo de apertura, interacción y cierre, con enfoque temático.
2. **Dinámica:** Abordaje de interferencias con grupos exigentes. Profundización de contenidos con nuevas dinámicas.
3. **Preparación:** Aplicación de técnicas aprendidas en temáticas propias en una guía de facilitación para su próximo evento grupal.

más información

## Procesos de Cambio



Diagnóstico y desarrollo organizacional

Este seminario le habilita para facilitar procesos de cambio efectivos, a través de la Plataforma electrónica e-meta y el abordaje eficiente de áreas de innovación. Sabrá cómo guiar el proceso de cambio a partir de realimentación auténtica, con enfoque eficiente en planes de acción, promoción de autogestión y fortalecimiento de factores de éxito.

2 módulos en 2 días:

1. **Desarrollo de competencias:** Apertura dinámica e investigación de resultados del cuestionario, elaboración de hojas de ruta en áreas de innovación y próximos pasos.
2. **Aprendizaje e innovación:** Gestión de procesos de innovación y desarrollo organizacional a través de la plataforma e-meta, con tareas de interacción.

más información

## Facilitación Gráfica



Comunicación visual para aprendizaje e innovación

En este seminario el participante aprende el vocabulario básico para la comunicación visual; podrá aplicar la facilitación gráfica como un método eficaz en las interacciones de grupos, ayudando a reducir la complejidad de una discusión grupal. Por medio de la aplicación del lenguaje visual, ganará

2 módulos en 2 días:

1. **Comunicación visual (elementos individuales y técnica):** ABC visual, representación de dinámica, caligrafía, personas.
2. **Facilitación gráfica (composición):** uso del color, perspectiva, representación de conceptos abstractos, Rotafolios, desarrollar un tema y proceso de diseño de plantillas para alto rendimiento en dinámica grupal.

más información

ACADEMIA  
metaaccion

Aprendizaje Activo

Técnicas de facilitación  
y dirección de grupos

Facilitación Gráfica

Facilitación visual para  
aprendizaje e innovación

Procesos de Cambio

Diagnóstico y desarrollo  
organizacional



# Agenda de Seminarios

SEMINARIO DE CERTIFICACIÓN	FECHA	LUGAR	INVERSIÓN
 <p><b>Aprendizaje activo en sistemas de calidad</b></p> <p>Técnicas de facilitación y dirección de grupos Duración: 3 días</p>	23 al 25 de febrero 2016	San José, COSTA RICA	US \$780
	19 al 21 de abril 2016	San José, COSTA RICA	US \$780
	3 al 5 de mayo 2016	Quito, ECUADOR	US \$870
	14 al 16 de junio 2016	San José, COSTA RICA	US \$780
	20 al 22 de junio 2016	Bogotá, COLOMBIA	US \$870
	08 al 10 de agosto 2016	Salvador, EL SALVADOR	US \$870
	23 al 25 de agosto 2016	San José, COSTA RICA	US \$780
	20 al 22 de septiembre 2016	Lima, PERÚ	US \$870
	18 al 20 de octubre 2016	San José, COSTA RICA	US \$780
	8 al 10 de noviembre 2016	San José, COSTA RICA	US \$780
 <p><b>Procesos de cambio</b></p> <p>Diagnóstico y desarrollo organizacional Duración: 2 días</p>	08 y 09 de marzo 2016	San José, COSTA RICA	US \$730
	10 y 11 de mayo 2016	San José, COSTA RICA	US \$730
	27 y 28 de junio 2016	Bogotá, COLOMBIA	US \$790
	06 y 07 de septiembre 2016	San José, COSTA RICA	US \$730
	02 y 03 de noviembre 2016	San José, COSTA RICA	US \$730
 <p><b>Facilitación Gráfica</b></p> <p>Comunicación visual para aprendizaje e innovación Duración: 2 días</p>	10 y 11 de marzo 2016	San José, COSTA RICA	US \$530
	26 y 27 de abril 2016	Salvador, EL SALVADOR	US \$620
	17 y 18 de mayo 2016	Puebla, MÉXICO	US \$530
	23 y 24 de junio 2016	Panamá, PANAMÁ	US \$620
	11 y 12 de agosto 2016	San José, COSTA RICA	US \$620
	17 y 18 de agosto 2016	Bogotá, COLOMBIA	US \$530
	26 y 27 de septiembre 2016	San José, COSTA RICA	US \$620
	22 y 23 de noviembre 2016	Lima, PERÚ	US \$530

## Seminarios para cohesión y sinergia de equipos.

- ABC de reuniones efectivas para gerencia.
- Aprendizaje activo para gestión descentralizada.
- Reflexión sobre experiencias, pensamiento estratégico y compromiso.
- Seminarios a la medida

metaaccion

Todos los seminarios están disponibles en modalidad Inhouse, de acuerdo a sus necesidades.

**Tel:** (506) 2201-5023 / 24 **Email:** info@metaaccion.com **Web:** www.metaaccion.com

**Dirección:** Plaza Acuarium, # 3 La Tortuga Sabia, Guachipelín, Escazú San José, Costa Rica.

## The Maze

Getting on track

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**

\* *Ex-factory prices, see page 43 for delivery conditions*



#### 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.



#### SEMINAR/WORKSHOP

The MeBoard opens up new ways of accessing models that work with 4 types or sectors such as DISC, HBDI, MBTI, to name just a few.

#### PRACTICAL

You can work with the MeBoard either on a table or on a flipchart/door.

#### HOW IT'S DONE

All of the members of our development team developed their personal favourite ways of working with the MeBoard,. Here are just a few of them:

**Coaching on roles:** Personal roles – such as father, manager, friend, business partner – are written on each of the four sectors. The next task is to find three to four pictures that characterise each role and to add a short statement for each one. This process allows the coachee to gain powerful access to resources and values of importance to all roles. A key image that illustrates this access is then selected and placed in the centre of the MeBoard.

**Coaching on objectives:** The terms 'Goal', 'Resources', 'Obstacles' and 'First Steps' are written on the four sectors in a clockwise direction. We use the same order to find pictures and statements for each of the terms. At the end, a final picture is placed in the centre of the MeBoard that represents the core message.

**Coaching on areas of life:** The terms 'Body', 'Creativity/Ego', 'Relationships', 'Vision' are written on the four sectors. The coachee poses a question for which he/she would like to find an answer, draws five pictures per sector at random from the pack and places them face down on the table. Turning over the pictures one by one effectively provides answers to the question. At the end of the process, the coachee writes down one or two key words per area.

#### MeBoard

Contents: foldable visualisation board, 70 magnetised images,

16 small writable magnet boards, 2 mounting hooks, 1 x detailed instruction manual.

Dimensions: 53 x 28 x 9 cm. Weight: 3.5 kg including bag.

Supplied in a carry bag.

Order-No. 1815 **US\$ 525.00**

\* Ex-factory prices, see page 43 for delivery conditions

#### COACHING TOOL

The MeBoard was developed by an international team of coaching experts from the UK, Italy, Germany and Turkey. It is a highly flexible tool for coaches, counsellors and consultants and is also ideal for trainers and learning process advisers working in the field of personal development. It

- > offers a low-threshold entry to 'hard' topics in coaching,
- > helps the visualisation process and supports the development of goals and visions,
- > helps to 'translate' internal issues into visible and practical steps,
- > helps access emotions,
- > provides clarity and supports the activation of inner resources,
- > supports dissociation processes,
- > creates 'wow effects',
- > facilitates in-depth work with roles and values, and so on.



## DominoEffect

The domino event

Participants (min/opt/max) 5/15/35 using 1 set

Time (not including review) 45–60 minutes

Space needed Seminar room or outdoor setting with at least 25 m<sup>2</sup>, optimum is 50–100 m<sup>2</sup>



### 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

#### 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.

#### 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\$ 517.50**

\* Ex-factory prices, see page 43 for delivery conditions



Participants (min/opt/max) 6/10/30  
Time (not including review) 15–30 minutes  
Space needed 1 x 1.5 m desktop

**TeamNavigator**  
Pulling on the same rope



#### 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

#### TeamNavigator

Contents: 1 TeamNavigator (beech wood) with 18 ropes (1.2 m x 3 mm, 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**

\* Ex-factory prices, see page 43 for delivery conditions



## INTEGRATION FROM HEAD TO TOE

METALOG® TRAINING TOOLS  
ARE PRODUCED IN WORKSHOPS FOR  
ADULTS WITH DISABILITIES



We consider solidarity to be of fundamental importance in our society. And, as entrepreneurs who help shape this society, we do not simply talk about values such as integration and participation, but create and live them in our daily lives. As METALOG® training tools are made by hand, we visit the workshops on a daily basis.

Together, we develop new products and materials as well as provide 'our' employees with practical assistance. We often enjoy inspirational chats and get to hear the latest jokes: Karl-Heinz, Jens and the other 22 employees with disabilities treat us as if we were doing them an enormous favour which is nice whether or not it is entirely true! We also get plenty of benefits from their hard work.

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

Time (not including review) 10–25 minutes

Space needed min. 10 x 8 m at full length

## Pipeline

Rolling Communication



### 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 **ORGANISATIONAL DEVELOPMENT** - optimising processes, continual improvement process

#### 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.

#### Pipeline

Contents: 6 halved pipes made of robust, semi-transparent matt plastic, 2 wooden balls, 1 detailed instruction manual.  
Dimensions: 70 x 9 x 9 cm. Weight: 1,5 kg incl. bag. Supplied in a transport bag.

Order-No. 1530 **US\$ 210.00**

\* Ex-factory prices, see page 43 for delivery conditions



## FloatingStick

When one hand doesn't know what the other is doing

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-ORGANISATION** - concentrating, focusing, drawing on resources  
**ENERGISER** - in the morning, post-lunch

#### 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 lightweight 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-organisation and leadership are the keys to mastering this task.



#### 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**

\* Ex-factory prices, see page 43 for delivery conditions

Participants (min/opt/max) 4/9/12  
 Time (not including review) 20–45 minutes  
 Space needed 3 x 3 m

**SysTEAM**  
 Maintaining the Balance



## 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

**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 **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

### 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.

### SysTEAM

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

Order No. 1501 **US\$ 562.50**

\* Ex-factory prices, see page 43 for delivery conditions



## Ecopoly

The win-win deal

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

Time (not including review) 45 minutes

Space needed depending on group size, minimum however of 50 m<sup>2</sup>



### 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 manual. Dimensions: 38 x 33 x 12 cm.

Weight: 3 kg incl. wooden case.

Shipped in a wooden case.

Order No. 1503 **US\$ 337.50**

\* Ex-factory prices, see page 43 for delivery conditions

#### 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) 8/17/34  
Time (not including review) 20–60 minutes  
Space needed 5 x 8 m

**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 in order to solve this problem?



**Themes & Outcomes**

- TEAM BUILDING** - interacting, coordinating, trusting, togetherness, developing group spirit
- LEADERSHIP TRAINING** - identifying interdependencies in systems, communicating, dealing with risk
- PROJECT MANAGEMENT** - dealing with shortages, time management, quality management

**1 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 incl. case. Shipped in wooden case.  
**Order No. 1517 US\$ 255.00**

**2 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 wood and hand welded steel. Contents: 12 parts, 4 snap hooks, 1 detailed instruction manual. Dimensions: 120 x 16 x 16 cm. Weight: 6 kg. Supplied in a transport bag.  
**Order No. 1522 US\$ 292.50**  
*\* Ex-factory prices, see page 43 for delivery conditions*



Producto video online

## Scoop

So how's your team today?

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 Scoop with 16 robust strings (2.5 m x 3 mm, 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**

\* Ex-factory prices, see page 43 for delivery conditions



#### 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)** 6/16/20 **Time (not including review)** 45–75 minutes  
**Space needed** two separate rooms with at least 40 m<sup>2</sup> – the groups are not allowed to either see or hear each other. Both rooms should be near to each other

**StrangeWorld**  
 The view through cultural glasses



## 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

### 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!

### StrangeWorld

Contents: 100 symbol plates, 1 detailed instruction manual.

Dimensions: 15 x 15 x 20 cm. Weight: 300 g including cloth bag.

Order No. 1519 **US\$ 142.50**

\* Ex-factory prices, see page 43 for delivery conditions



## MarbleRun

Keep your communication skills rolling!

Participants (min/opt/max) 6/14/20  
 Time (not including review) 60–90 minutes  
 Space needed 2 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 manual. Dimensions: 59 x 40 x 29 cm. Weight: 10 kg.

Código Art.1509 **US\$ 742.50**

\* *Ex-factory prices, see page 43 for delivery conditions*

## 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

### 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. A comfortable way to work with groups of around 30 participants is to use two Marble Run sets. In this way, 4 Marble Runs of identical design are constructed.



**Participants (min/opt/max)** 4/9/12  
**Time (not including review)** 15–45 minutes  
**Space needed** the more, the better

**StringBall**  
 Handle with care



## Themes & Outcomes

**TEAM BUILDING** - interacting, trusting, cooperating, dealing with stress, giving feedback  
**COMMUNICATION TRAINING** - active listening, awareness of body language, sender/receiver issues  
**PROJECT MANAGEMENT** - dealing with information shortages, visualising project phases, determining the roles of project managers  
**LEADERSHIP TRAINING** - identifying individual needs, adapting leadership style, motivating, communicating effectively and explicitly, facilitating  
**ENERGISER** - in the morning, post-lunch

### 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?

### StringBall

Contents: 1 ring (stainless steel), 8 robust strings (2 m x 3 mm), 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.

Código Art.1511 **US\$ 158.80**

\* Ex-factory prices, see page 43 for delivery conditions



## HeckMeck

Coordination for Performance

Participants (min/opt/max) 5/15/15  
 Time (not including review) 30–45 minutes  
 Space needed 5 x 5 m



### Themes & Outcomes

#### HeckMeck

Contents: 15 wooden variously cut elements, 1 visual construction guide, 1 detailed instruction manual.

Dimensions: 120 x 16 x 16 cm.

Weight: 6 kg incl. bag.

Supplied in a transportation bag.

Código Art.1504 **US\$ 262.50**

\* *Ex-factory prices, see page 43 for delivery conditions*

**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

#### 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)** 8/16/16  
**Time (not including review)** 20–40 minutes  
**Space needed** at least 30 m<sup>2</sup> and a table of at least 80 cm x 80 m

**Communic8**  
 More than just dialogue



## 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  
**SYSTEMS THINKING** - self-organisation  
**SOLVING CONFLICTS** - dealing with misunderstanding  
**FACILITATION TRAINING** - interim summaries, getting the overview, maintaining discipline in discussions  
**CUSTOMER ORIENTATION** - speaking the customer's language, needs analysis, seeing the customer's 'map'

### 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'.

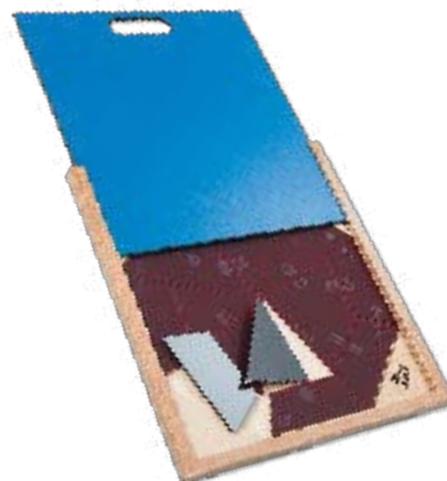
### Communic8

Contents: 16 magnetised plastic shapes, 1 magnetic plate, 1 detailed instruction manual.

Dimensions: 50 x 45 x 3 cm. Weight: 4.5 kg.

Código Art.1813 **US\$ 525.50**

\* *Ex-factory prices, see page 43 for delivery conditions*



## TeamBeam – in the balance

Participants (min/opt/max) 5/7/10 Time (not including review) 10–20 minutes

Space needed 5 x 2 m at full length



### Themes & Outcomes

**ICE BREAKER** - 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

#### 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.

Código Art.1533 **US\$ 337.50**

#### Transportation device

Código Art.1549 **US\$ 88.50**

*\* Ex-factory prices, see page 43 for delivery conditions*

**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.



## LoonyLoop – very clingy ...



### Themes & Outcomes

**CREATIVITY** - developing new points of view, being creative, courage to experiment

**COACHING** - impact of repeating the same solution, reframing a problem **ENERGISER** - seminar start, post-lunch

#### LoonyLoop

Contents: 1 LoonyLoop (steel, 8,5 cm), 1 detailed instruction manual.

Weight: 20 g.

Código Art.1513 **US\$ 4.10**

(10 o más. **US\$ 3.70**)

*\* Ex-factory prices, see page 43 for delivery conditions*

**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 button-hole of one of your delegates. His/her task is now to remove it. And maybe it works completely differently to how everyone thinks ...

**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.

## Blindfolds – who turned off the lights?



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, Sys-TEAM and Tower of Power.

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

Código Art.1518 **US\$ 5.70**

10 o más **US\$ 4.80 10**

\* Ex-factory prices, see page 43 for delivery conditions

## Rope



15 m: Código Art. 1514 **US\$ 31.60**

25 m: Código Art. 1515 **US\$ 52.70**

50 m: Código Art. 1516 **US\$ 97.50**

\* Ex-factory prices, see page 43 for delivery conditions

## The Philosopher's Stone – Stretching for the brain



The Philosopher's Stone  
Contents: acrylic glass shape plate, wooden Philosopher's Stone, 1 detailed instruction manual. Dimensions:

24 x 9 x 5 cm. Weight: 200 g.

Código Art.1531 **US\$ 33.00**

### 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

**ACTIVITY:** The Philosopher's Stone 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!

**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! 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** 1 table for the delegates to sit/stand around

## MagicNails – Impossible? Think again!

**Participants** 1 up to 10 persons

**Time (not including review)** 5–20 minutes

**Space needed** approx. 1 x 1 m

MagicNails

Contents: 18 nails (180 mm, nickel-plated, heavy finish), 1 case (wooden), 1 detailed instruction manual 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.

Código Art.1512 **US\$ 90.00**



### Themes & Outcomes

**CREATIVITY** - developing new perspectives, courage to create, experimenting **PROJECT MANAGEMENT** - recognising synergies in resources **ENERGISER** - seminar warm-up, post-lunch

**ACTIVITY** “There's no way you can solve this!” is probably what your participants will say when they are confronted with Magic-Nails. 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.

## Invoice details

## Delivery address if different

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 Organisation

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 Contact person

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 Address

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 City/County/Postcode

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 Phone

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 E-Mail

Quantity	Article	Order No.	price* (\$)	total price (£)
	<b>order free catalogue</b>		0.00	
	Blindfolds/10+	1518	5.70/4.80	
	CataPults Basic Set	1554	1,080.00	
	Catapults Extension Set	1555	360.00	
	Communic8	1813	525.00	
	CommuniCards	1505	375.00	
	Complexity	1538	337.50	
	CultuRallye	1804	255.00	
	CultuRallye XXL	1850	295.00	
	DominoEffect	1810	517.50	
	EasySpider	1517	255.00	
	SpiderFrame	1522	292.50	
	Ecopoly	1503	337.50	
	EmotionCards.1	1806	80.20	
	EmotionCards.2	1808	80.20	
	EmotionCards.1+2	1809	152.30	
	FacilitationBalls 1.	1807	78.80	
	FacilitationBalls 2.	1811	78.80	
	FacilitationBalls 1+2.	1812	144.20	
	FloatingStick	1506	180.00	
	FlyingCarpet	1855	297.00	
	HeartSelling	1803	742.00	
	HeckMeck	1504	262.50	
	Leonardo's Bridge	1526	345.00	
	LoonyLoop/10+	1513	4.10/3.70	
	MagicNails	1512	90.00	
	MarbleRun	1509	742.50	
	MeBoard	1815	525.00	
	Pipeline	1530	210.00	
	RealityCheck 1	1508	95.00	
	RealityCheck 2	1529	112.50	
	RealityCheck 1+2	1542	213.75	
	Rope 15m/25m/50m	1514/1515/1516	31.60/52.70/97.50	
	Scoop	1500	142.50	
	SoapBox BasicSet	1536	1725.00	
	SoapBox ExtensionSet	1537	600.00	
	SolutionBoard	1814	592.00	
	StrangeWorld	1519	142.00	
	StringBall	1511	158.80	
	SysTEAM	1501	562.50	
	Team <sup>2</sup>	1520	330.00	
	TeamBeam	1533	337.50	
	TeamBeam carrying system	1549	88.50	
	TeamNavigator	1539	478.00	
	The Band - carry sack	1540	337.00	
	The Band XXL - carry sack	1541	382.00	
	The Band - case	1547	337.50	
	The Band XXL - case	1548	382.00	
	The Maze	1805	310.00	
	The Philosopher's Stone	1531	33.00	
	Tower of Power	1534	297.00	
	Tower of Power XXL	1551	352.50	

### Sales Services and Information

Sale services and information to Latin America and the Caribbean are offered through the offices Metaaccion from Costa Rica. English and Spanish catalogues can be consulted on: <http://www.metaaccion.com> and saved on your disk or printed. Attached to the catalogues you'll find the actual list of prices.

### Preferential Conditions for Export

We send equipment and materials direct from the factory. In general, the products are offered direct from the factory with wholesale prices with improved conditions for long distance packaging and delivery of freight the Customs Warehouse in your country. On your request you will get a preliminary invoice with shipping cost through official postal service, alternatively air-freight and sea-freight or any express-service requested.

We are available every day, to receive asses and facilitate your orders. You may communicate in English, Spanish or German. Contact us with your questions or orders and we'll answer your questions, send you a proforma invoice, coordinate the immediate shipping and follow-up upon it's arrival.

### Procedures for ordering and shipping:

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.

### Customer support

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

Please contact for delivery according to your wishes.

Phone: +506 2201 5023/24

e-mail: [info@metaaccion.com](mailto:info@metaaccion.com)

skype: metaaccion



**Tower of Power**

Up to 24 participants.

Order-No. 1534 **US\$ 297.00**

**Tower of Power XXL**

Up to 34 participants.

Order-No. 1551 **US\$ 352.50**

*\* Ex-factory prices, see page 43 for delivery conditions*

**metaaccion**<sup>®</sup>  
facilitar aprendizaje activo 

**Metaccion América Latina**

De la iglesia católica de Coronado,  
1.4 km hacia San Rafael de Coronado.  
Contiguo (antes) a Academia Tica.

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