Governance
PIRACY
GAME

Introduction

Governance PIRACY GAME

A cooperative game of initiation to governance

Introduction

Welcome to the governance game!

WHAT IS IT?
A 1 hour adventure of cooperation to approach the challenges of governance in fresh water.

WITH WHOM?
From 3 to 6 players, with your actual or up-and-coming team, with your project partners...

1

Introduction

Welcome, my name is Luisa!

I have been sailing around the shared governance world for a little while and today, I am setting you a challenge: to travel by my side for an hour and bring out a true gem of governance!

JOIN MY SHIP AND... PREPARE TO BOARD!

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Introduction

HOW?
This game has to be experienced as a collective intelligence workshop. So let's hoist sails and off you go! *Tips: alternate among the participants to read out the cards.*

WITHIN 1H TOGETHER, WE WILL:

#1 smoothly sail on the governance thematic

#2 choose a topic and explore solutions collectively

#3 leave the game inspired... with perhaps the desire to go further!

3

Introduction

wait...
WHAT IS GOVERNANCE?

"It is the way we decide to do together"

It's the common rules we decide together in order to build a securing frame and the means to succeed together (Définition of the University of Us)

Today we will talk about operational governance : procedure of decision-making, distribution of roles, functioning of the meetings...

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Introduction

HOW TO LEAD THE GAME?
Some symbols to find the way

Round table : Everyone speaks by turns. When listening to the person speaking, do not interrupt!

Share in "popcorn" : Anyone who wishes can suggest an idea in a synthetic way. No obligation to do it and no defined order. One can speak as many times as wanted within the duration limit.

The timer : Your best ally: it assures a dynamic rhythm if you do respect the time for each step!

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Introduction

THE TRUST ENVIRONMENT
"But tell me Luisa, what do we need to have a pleasant game?"

Benevolence. I welcome the feelings, ideas and proposals from others... as well as mine! (no self-censorship)

Responsibility. I try to speak with the pronoun "I" (for example: "I feel that..." rather than "we all know that...")

Respect and listening. I make sure the speaking time is balanced and to have a synthetic speech.

Tips: See the "Trust environment" Resource card to know what it is about

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Introduction

THE ROLES IN THE GAME
In my ship, I need cabin boys and girls who know what they are doing!

Take the Role **cards:**
Your challenge: to play this particular role during the trip!

#1 You have 1 minute to choose how you will distribute these roles.

#2 Then you have 2 minutes max to take your decision.

#3 Once you have chosen the roles, each of you presents his/her card to the others!

Tips : for the facilitator card, it can be easier tochoose the person who prepares the game

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Card 1

Role

Time master

I make sure time is respected at each step

I help to give the dynamic

I am careful about the equal speaking time between participants

If I feel it can be useful, I can suggest to the group to add extra time on a card

My tool: a timer I start at each step

Card 2

Role

FACILITATOR

I read the cards and guide the group by the instructions

I help the group to stay in the right island and I don't hesitate to gently pull back into line

If necessary, I rephrase the questions

My tool: the "Island" cards that I read as we go along

Card 3

Role

Scribe

I retranscribe keywords from exchanges and decisions taken

My tool: the sheet "Note-taking" that I fill in with keywords

Card 4

IF THERE ARE MORE THAN 3 PLAYERS

Role

The cool minute

My challenge is to suggest to the group 1 minute of silence or stretching to take a step back on the exchanges

Tip: I step in when we are stuck or less focused.

Card 5

IF THERE ARE MORE THAN 3 PLAYERS

Role

The camera

My challenge is to observe how the speaking time is distributed... As if a camera was scrutinizing the whole group dynamic!

At the closing round of the game, I share my observations with the group.

All aboard !

Before going to sea, it's better to know what the weather will be like…

Go for the famous "Weather forecast" Each participant shares in a few words to the rest of the group:

"What emotion do I come in with today?"

Tips : See the "Weather Forecast" Resource card to know what it is about

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All aboard !

AND NOW, LET'S LOOK AT THE PATH WE WILL FOLLOW

When we discuss a topic, different ways of thinking are confronted: the one who has crazy ideas, the one who always foresees the risks, the one who needs concrete actions…

Those different points of view are rich. But when all mixed, it can be difficult to understand each other and overall to make progress!

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All aboard !

ONE SOLUTION
Today we will explore a topic by giving the opportunity to each way of thinking to express itself at a same time, step by step. All being in a very short and dynamic time!

Here, the diferent ways of thinking are islands, and today, we will travel from an island to the other!

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All aboard !

LET'S DISCOVER THE ISLANDS!

The island of neutrality
Context, facts, figures, information without interpretation

The island of optimism
Expected positive effects, dreams, hopes, strengths

The island of criticism
Carefulness, identifying risks, threats, weaknesses

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All aboard !

The island of emotion
Listening to intuitions, feelings, impressions

The island of creativity
Abundance of ideas, no censorship, off-the-wall and disruptive ideas

The island of reason
Channelling of ideas, rigour, feasibility, solutions to implement

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All aboard !

One goal: to bring out as many ideas as possible from each island.

The pace will be pretty quick from an island to the other. At the end, the blue hat will allow you to refine and identify one or two concrete solutions to set up.

Trust me, it is said that a fast pace fosters creativity and spontaneity!

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All aboard !

DEAR TEAM
Now we only have to choose our topic of the day!

Let's choose the question we are the most interested in or which seems the most concrete today among these two options:

#1 How to make our meetings more effective and pleasant?
Go to:

Pink cards

#2 How could we co-build our next project (work, event) with its beneficiaries/users ?
Go to:

Green cards

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Pink cards

How to make our **MEETINGS** **more efficient** **and pleasant**?

Pink cards

Welcome to the island of neutrality

Bring out as many elements of context as possible which will allow you to work on this subject! *Tips : choose one regular meeting you have all together*

Examples of questions to raise:
Who is attending our meetings?
How often? Why/what for?
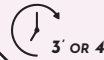How are the meetings progressing?
(steps, duration, roles...)

⏱ 3' OR 4' ●1

Pink cards

Hop! Let's drop anchor on the island of emotion.

Take 1 minute of silence to picture your team during your last meeting. Then, go around the table so that everyone shares 3 keywords without justifying them.

What are the 2-3 emotions that I feel the most frequently during meetings?"

⏱ 3' OR 4' ●2

Pink cards

What am I seeing? The island of criticism!

Come up with what you would like to stop doing in meetings. *Reminder: simply mention your ideas without details*

Examples of questions to raise:
What is functioning the least well?
What is making me uncomfortable?
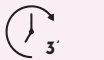Where is there room for improvement?
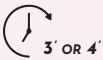
⏱ 3' OR 4' ●3

Pink cards

Aaaah! Here comes the island of optimism.

List your strengths and what you would like to keep.

Examples of questions to raise:
What is working well? What do we absolutely want to keep? On what strengths can we rely on?

⏱ 3' ●4

Pink cards

Let's move on to the island of creativity!

Let's bring out as many ideas as possible. What could we put in place to improve our meetings? *Reminder: simply mention your ideas without details*

Examples of questions to raise:
If we had a magic wand to make meetings idyllic, what would we do differently?

⏱ 5' ●5

Pink cards

And here we arrive to the last island! The island of reason.

Let's take 2 minutes of silence to look back on all the ideas we have collected through these different islands.

By reading the notes your scribe took, each of you can ask himself : what ideas resonate in me? How can I translate crazy ideas into feasible ones? Then, each of you can write on a post-it one or two concrete ideas to implement. *Tip: 1 post-it = 1 idea*
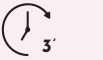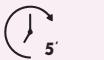
⏱ 3' ●6

Pink cards

Now, let's listen to everyone's ideas and sail towards your gem of shared governance!

Everyone shares his/her ideas one by one and places the post-its on a board.

⏱ 5' ●7

Pink cards

Here it is! The time has come to bring out your gem!

Pick out all together ONE first solution to implement in order to improve your meetings.

Each person votes for the ideas that seem the most realistic to him/her. Every player has 3 votes to place on two different ideas (2 on your favorite post-it and one on your second favorite). Then, the group spots the ideas that stand out and can finally elect its gem!
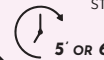
⏱ 5' OR 6' ●8

Green cards

How could we CO-BUILD OUR NEXT PROJECT

*To be able to play the green cards, you need to identify an actual upcoming project*

Green cards

Welcome to the island of neutrality

Bring out as many elements of context as possible which will allow you to work on this subject!

Examples of questions to raise:
What is our project? Who manages it? What are the constraints (time, budget...)?

3' OR 4' — **1**

Green cards

Hop! Let's drop anchor on the island of emotion.

Take 1 minute of silence to contemplate a perspective of "co-building" your project. Then, go around the table so that everyone shares 3 keywords without justifying them.

"What feeling do I get when I think about this project and the idea of it being co-built?"

3' OR 4' — **2**

Green cards

What am I seeing? The island of criticism!

Come up with all the risks you can identify. Reminder: simply name the risks without details

Examples of questions to raise:
What could go wrong? What are the risks, constraints, drawbacks?

3' OR 4' — **3**

Green cards

Aaaah! Here comes the island of optimism.

List all of our strengths and what could be really beneficial for the project.

Examples of questions to raise:
On what strengths/resources could we rely? What will be the positive effects?

3' — **4**

Green cards

Let's move on to the island of creativity!

Bring out as many ideas as possible: What could you concretely set up to co-build this project? *Reminder: the important thing here is to collect a lot of ideas, don't choose among them.*

Examples of questions to raise:
At what time and on which aspects would it be interesting to co-build? Through what activities?

5' — **5**

Green cards

And here we arrive to the last island! The island of reason.

Let's take 2 minutes of silence to look back on all the ideas we have collected through these different islands.

By reading the notes your scribe took, each of you can ask himself: what ideas resonate in me? How can I translate crazy ideas into feasible ones? Then, each of you can write on a white card one or two concrete ideas to implement.
Tip: 1 post-it = 1 idea

3' — **6**

Green cards

Now, let's listen to everyone's ideas and sail towards your gem of shared governance!

Everyone shares his/her ideas one by one and places the white cards on a board.

5' — **7**

Green cards

Here it is! The time has come to bring out your gem!

Pick out all together ONE first solution to implement in order to co-build your project.

Each person votes for the ideas that seem the most realistic to him/her. Every player has 3 votes to place on two different ideas (2 on your favorite and one on your second favorite)*Then, the group spots the ideas that stand out and can finally elect its gem!*

5' OR 6' — **8**

WOWW

What a brilliant gem!

**And what am I seeing now?
Isn't that the shore??**

Well done my cabin girls and boys.

You can be proud of all this progress made in a record-time!

1

Would you like to go off on another adventure?

You have just experienced a fast-track immersion into the challenges of governance. Are you keen on going further?

#1 You can play the game again with other topics, another team...

#2 You can look more into the subject with these references:

Key-references
The holacracy, The sociocracy, Frédéric Laloux's books, MOOCs of the Université du Nous

2

**After all this trip,
how is your weather?**

Go for a last round in which each of you shares:

In a few words,

how did I live this game?

OPTIONAL

1 learning I want to

share with the group

5′ OR 6′

3

I WISH YOU ALL FAIR WINDS!

4

resource cards

to read with a clear head to go further!

The steps you followed correspond to collective intelligence good practices that you can reuse in many other contexts.

Resource

The weather forecast

<u>What is it for?</u>

To create link and avoid interpretations (no, it is not because Mickael is yawning that your idea is annoying, it's only because he didn't sleep well last night!)

<u>How?</u>

Take the habit to dedicate a short time to this **"With what emotion am I arriving today?"** round at the beginning of collective times.

The shape can vary!
(with mimes, in music, in images...)

1

Resource

The trust environment

<u>What is it for?</u>

To, all together, fix the rules of a collective time. Common bases allow to be co-responsible and pull back into line if necessary.

<u>How?</u>

Ask at the beginning of a collective time: **what do you need to work well together?** Then write down what comes out on a paper.

For regular meetings, you can put it up in the room. Ideally, you should rethink it collectively regularly.

2

Resource

The distribution of roles in meetings

<u>What is it for?</u>

To ensure the balance of speaking time and the smooth progress of the collective time.

<u>How?</u>

Define and distribute these **3 essential roles** among the participants: **facilitator, scribe, time master**.

Ideally, participants switch roles to ensure a fair involvement between everyone. The facilitator role should not always be for the managers!

3

Resource

The closing round

<u>What is it for?</u>

To maintain the group energy until the end and to collect immediate feedback.

<u>How?</u>

Take the habit to dedicate a short time to this **"How did you live this meeting?"** round at the end of collective times.

Alternatives: "What do you take with you from this? Share a gem (positive element) and a pebble (rather negative element) of this meeting"

4

Resource

The bingo

<u>What is it for?</u>

To energize collective times and make visible the similarities between participants.

<u>How?</u>

Suggest to the group to say "bingo" out loud **when someone agrees with an idea,** rather than repeating or rephrasing it.

5

Resource

The "meta" position

<u>What is it for?</u>

To **take a step back** on our ways of functioning in a group.

<u>How?</u>

By assigning a person the task of observing a meeting.

Examples of questions: who is speaking? How did we take our decisions? What is the energy of the group? How could we make our exchanges more fluid?

6

Resource

Putting the participants into motion

<u>What is it for?</u>

To remotivate a group that is getting bored **or to put things into perspective.**

<u>How?</u>

Active listening, finding the balance between letting time and calling the participants again, the art of questioning... All these positions can be learnt and improved.

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