

The Change Game (MSDP update)

(idea conceived in an era when folks still met in person)



Simply put MSDP acquired the Change Game from Big Picture Learning via an SDF Regional Funding Grant (£750). The aims were

- Aligned to MSDP 2020 theme of Supporting Change
- Gain evidential experience of learning through gamification
- Involve the MSDP community in a collaborative event (and acquire a community resource)
- Provide a report back to the wider SDF community in time for the 2020 Canterbury Conference.

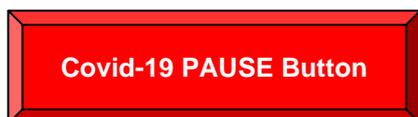
A launch event at Aston University (05 March 2020) (when folks still met in person)

The MSDP members split into two teams and played for 90 minutes.

Here is a selection of members feedback.

An opportunity in sharing knowledge	Power of conversation	Facilitation is Key	Don't rush it
<p>“It takes up to 35 interventions to shift a habit, each time you play one piece of the game it represents one intervention”.</p> <p>“The power of knowledge is in the sharing so through playing the game you are sharing”.</p> <p>We liked the integration of the different models used (or adapted for use within the game).</p> <p>Brain friendly interventions.</p>	<p>Allow time for conversations, using judgment as to their duration.</p> <p>The key was enabling to have rich conversations.</p> <p>Good conversation enabler.</p> <p>Great benefits in extending the gate card conversation pieces.</p>	<p>Key is how the game is facilitated and provides a safe space</p> <p>Maybe a need for 3 facilitators 1 game facilitator and a further facilitator for each team especially for the gate conversations.</p> <p>Could the facilitators be from outside the dept or organisation?</p>	<p>Allow at least half a day for the game it could even go for a full day.</p> <p>Organizers need time to completely review the game prior to the event (maybe need to amend or sift through cards).</p>

Using the game in its entirety?	Who is it aimed at?	Adapting the materials?	And finally
<p>“Would I use the game in its entirety? No, Would I use selected elements of the game? Absolutely. With adoptions, it could be used with a variety of groups”.</p> <p>Could we just use the cards with stops without the board and the board game element?</p>	<p>Some parts of the game appear sophisticated, other parts fatuous</p> <p>Confusing as to the level the game is being pitched to.</p> <p>The variation in sophistication goes from thinking strategically about change in some parts to then going to the fatuous.</p> <p>Game could be seen as condescending.</p>	<p>Option to change some of the materials (cards).</p> <p>Further reflection don't change the cards spend more time in upfront briefing and positioning and facilitation</p> <p>On reflection asking what appear to be condescending questions (from the game cards) it could be an opportunity to call out basic behavioural questions which never get aired in a public space (“calling it out”) why are we stuck?</p>	<p>Interested to see how the game would be played with non L&D and OD people.</p> <p>Could be better to run in the morning rather than fatigued in the afternoon.</p> <p>Needs to have actions plans from the game, what is the changed outcome from playing the game.</p> <p>Have takeaways from each gate discussion and how does this apply to our situation.</p>



A key requirement for an effective board game is having a group of people to come together to play it.

A difficulty in times of campus closure and when we are all in isolation. So, this initiative is on pause.



In preparation for the reset button.

<p>Reserving the Change Game</p> <p>Terms of Use</p>	<p>The resource can be reserved in advance via notification to the Chair for a duration period of 2 weeks (1 week for pre familiarisation and 1 week for play) (NB: can be held longer if not requested by another member). The chair will notify recipients in the chain as to who is in the chain of requests schedule. The recipient host will be responsible for safekeeping of the game and its contents and its next delivery.</p>
<p>Contribute to MSDP report back</p> <p>Evaluation Questionnaire</p>	<p>Firstly, we hope that you find playing the Change Game a productive learning event for your staff. It was purchased (cost £720) via an SDF Regional Funding Grant.</p> <p>In return, we are undertaking an evaluation of the game for which we have prepared an evaluation questionnaire to be completed by the MSDP member.</p>

See <http://sdf.ac.uk/groups/midlands-region/msdp-documents-resources> for up to date information