## WARP SPEED GAME:

Warp Speed is an excellent exercise and can be used at the beginning of a TMP session to introduce the Types of Work model. The following instructions focus on that particular application. You will find that you will be able to observe ‘preference behaviors’ throughout this exercise and can refer to those observations during the 4 Measures of Work preference part of your session. For this reason, you can also use Warp Speed as an excellent ‘wrap up’ exercise at the end of a session and focus a de-brief then on the Types of Work model + the 4 Measures + any team dynamics that emerge.

## FACILITATOR NOTES

* Introduce the game called Warp Speed as an experience of the Types of Work Model

Note: Requirements for this game are as follows:

⇒ Three tennis balls per group, numbered 1, 2, 3.

⇒ A stop watch.

⇒ Enough room for the group(s) to form a loose circle and be able to throw the tennis balls. Multiple groups should not be too close together.

1. Separate groups into 5 (minimum) -10(can go as high as 20) people and have them form a circle (into like and diverse preference groups if numbers and preferences allow). Creating more than one group is not necessary but introduces some competitive behavior outcomes;
2. Announce that you are an entrepreneur that has invented a product and process that you think can make a lot of money. You have hired the group(s) just formed to work with you and you will share the profits with them. Establish that the product and process are the tennis balls and the sequence in which they are handled. Point out the criteria outlined in point 3 below and allow the group to establish their sequence.
3. Provide Criteria: Hand Ball #1 to one individual. Ask the group to establish a sequence where they throw Ball #1to everyone on the team.

Everyone must handle the ball once only and the ball cannot go directly to the person next to them. Indicate that they must be able to repeat the sequence.

1. Once they have accomplished this, hand Ball #2 and Ball#3 to them telling them that they must repeat the sequence with Balls #2 and #3 making sure that the balls go through the sequence in order. Indicate that the balls must be handled one at a time. Let the group practice until they are successful. Congratulate them!
2. Remind the group that quality performance is essential and that the bottom line needs are the following:
	* Quality means that the balls must not touch the floor.
	* Each ball must be handled by each person once only, in the order that they have established and that the balls cannot go directly to the person next to them.
	* Except for the person who starts and the person who finishes, the balls must be handled one at a time in order – Ball #1 . . . Ball #2 … Ball #3.
	* No ball may be touched by more than one person simultaneously.
	* The sequence is continuous so they need to keep the balls moving. ***“This is a 24 /7 operation!!!”***
3. As they get good at tossing the balls stop them and say you need to establish costing for the process and need to know how long it takes them to complete one sequence cycle. To establish this measure, the first person and last person in the sequence will have all three balls. When they are ready, time each group. The stop watch starts when Ball#1 leaves the first person’s hands and stops when Ball#3 reaches the last person’s hand. Once you have the measure, record it on a flip chart and then have the group go back to throwing the balls in the proper way non stop.
4. Point out that the product costing is established and is based on the first number. However, if they can improve upon that time, it will increase the profits which you are prepared to share with them. Ask them how fast they think they can do the task and time them. Record the improvement on the same flip chart.
5. Next tell them that competition has shown up down the street and they can do the task in progressively faster cycles until you get to under a second. (under 4 seconds for a large group, under 2 seconds for a small group and ultimately under a second).

Have some fun with this and reduce the time that you know the competition can do it in a few segments. Tell then you are losing market share, but you know they can do it. Use the language of your company or whatever is appropriate for the situation. As the time requirement gets shorter the groups will be forced to alter their process. Do not let them alter the criteria noted above though. Generally the process will be altered by groups in the following way that will eventually lead to a solution. Note that the three criteria do not actually include your initial instruction that they can’t pass the ball to the person next to them. This is a good opportunity to keep repeating the 3 un-negotiable criteria. It may take awhile for the groups to actually hear that they no longer have to pay attention to the instruction re passing to the person next to them.

You will find groups trying different approaches:

⇒ Making the circle smaller and passing rather than throwing the balls. Variation on passing will be extensive

* Dismantling the circle and standing side by side to pass the balls. They will often ask if this is ok and it is fine. None of the criteria have been violated.
* Reducing from two hands passing to one hand.

⇒ If they do not get one of the solutions after this they will often try something that is in violation of one of the criteria such as the first person holding the balls and each person touching them. This is a violation of the sequence criteria since the first person touches the balls all the time.

1. Observe how they tackle the challenge. If they are very stuck, you may decide to help them improve by asking them to consider what assumptions they are making about what you are asking them for. Encourage them by indicating that you have seen this done by a group of a similar size and that you know they can do it.
2. Continue to ask the group whether they think they can improve upon the time they have established – as they establish new goals, time them and congratulate them when they achieve their new goals.

## Potential solutions:

* + Each person puts one finger out to form a ramp in the established sequence; the balls are rolled down the ramp and the last person in the sequence catches the balls.
	+ Each person forms a circle with their hands that the ball can go through and the hands are stacked up like a tube in the established sequence; the balls are sent through the “tube” and the last person in the sequence catches the balls

Finally, ask the group to return to their seats and, referring to the list of Types of Work think about what they did during the exercise that would fall into each definition (see handout). Give them as much time as they need – but should take not much more than 10 - 15 minutes.