TRICKY TALES: A CROSS-TEAM COLLABORATIVE APPROACH

Purpose

1. To learn the difference between competitive and collaborative behaviour.
2. To learn the techniques of cross-team collaboration.

Group Size: A minimum of 16 participants.

Time: Two hours.

Physical Setting

A large room with round or rectangular tables and chairs spread out around the room so that four teams can sit separately and can have some privacy.

Materials

1. Four envelopes containing 3"X5" cards prepared according to the “Directions for Preparing the Tricky Tales Cards”.
2. A copy of “Collaborative Approach Guidelines” for each person.
3. A copy of “Observer Guidelines” for each Observer.

Process

1. Form four teams of at least four participants each. Designate the teams 1, 2, 3 and 4.
2. Ask one person from each team to volunteer to be an observer. Distribute the Observer Guidelines and brief them.
3. Distribute the Collaborative Approach Guidelines to each participant. Explain if necessary.
4. Distribute the envelopes to the teams.
5. Make it clear that the activity is not over until all teams have all the clues to their tale and the correct answer to the question at the end of the tale.
6. Any team completing the clues and finding the answer will first seek confirmation from the facilitator.
7. Obtain feedback from the Observers and lead a discussion on how teams can work effectively with other teams duly emphasizing different aspects of cross-team Collaborative Approach. Relate to work situation with each observed fact and the conclusion drawn.
8. Distribute the Tricky Tales and Answer key.

Variations

1. The tales can be changed to problems that are related to the work of the teams.
2. With larger number of participants more tales can be added.
TRICKY TALES

1. The Car Crash

A Mr. Smith and his son were driving in a car. The car crashed. The father was killed instantly. The son was critically injured and rushed to the hospital. The surgeon took a look at him and said, "I can't operate on him. He is my son, Arthur." How do you explain this?

2. How ‘Bout Them Apples

A grocer has some apples for sale. One customer buys one-half of all the apples plus a half an apple. A second customer takes one-half of the remaining apples plus a half an apple. The third customer purchases one-half of the quantity left plus a half an apple. The grocer is not completely sold out. None of the customers bought fractions of apples. All purchases were whole numbers of apples. How many apples did the grocer originally have?

3. The Loser is a Winner

Each of two people owns a horse. Each person insists that his/her horse is the slowest. They were going to have a race to settle the argument but neither person would trust the other would ride to the fullest without the slightest holding back of the horse. How can the slowest horse be definitely established?

4. Sox Fox

There are 12 white socks and 49 red socks all mixed up in a drawer. These are individual socks out pairs. All the socks are the same size and made of the same material so no distinction can be made by any of your senses. What is the minimum number of socks you must pull out of the drawer, with your eyes closed, to ensure one matching pair was among those chose?

ANSWER KEY

1. The Car Crash:
The surgeon was Arthur’s mother.

2. How ’Bout Them Apples:
The grocer originally had seven apples.

3. The Loser is the Winner:
Each person rides the other person's horse in a race.

4. Sox Fox:
If you take three socks from the drawer, two of the three must match since only two colours exist.
DIRECTIONS FOR PREPARING THE TRICKY TALES CARDS

Each clue is printed on a 3" X 5" card with clue number. The distribution of clues is included to make sure the cards are distributed across the four groups. Keeping a note of all the clue numbers of each tale would help the facilitator determine if the team has all of the clues for their tale. You should have four Envelops marked A, B, C and D. Team wise clue- cards (for example: all Team 1 clue-cards from all the four tales will be kept in Envelope A and so on) will be kept in the Envelops.

Tale - 1

Team Clue

| 4 | 55 | Mr. Smith and his son are driving in a car. |
| 3 | 60 | The car crashed. |
| 1 | 65 | The father was killed instantly. |
| 2 | 70 | The son was critically injured and rushed to the hospital. |
| 4 | 75 | The surgeon took a look at him and said, "I can't operate on him. He is my son, Arthur." |
| 2 | 80 | How do you explain this? |

Tale - 2

1 | 85 | A grocer has some apples for sale. |
3 | 90 | One customer buys one-half of all the apples plus a half an apple. |
3 | 95 | A second customer takes one-half of the remaining apples plus a half an apple. |
2 | 100 | The third customer purchases one half of the quantity left plus a half an apple. |
4 | 105 | The grocer is now completely sold out. |
3 | 110 | None of the customers bought fractions of apples. |
2 | 115 | All purchases were whole numbers of apples. |
4 | 120 | How many apples did the grocer originally have? |

Tale - 3

1 | 125 | Each of two people own a horse. |
2 | 130 | Each person insists that his/her horse is the slowest. |
3 | 135 | They were going to have a race to settle the argument but neither person would trust that the other would ride to the fullest without the slightest holding back of the horse. |
1 | 140 | How can the slowest horse be definitely established? |

Tale - 4

2 | 145 | There are 12 white socks and 49 red socks all mixed up in a drawer. |
3 | 150 | These are individual socks, not pairs. |
1 | 155 | All socks are the same size and made of the same material so no distinction can be made by any of the senses. |
4 | 160 | What is the minimum number of socks you must pull out of the drawer, with your eyes closed, to ensure one matching pair was among those chosen? |
COLLABORATIVE APPROACH GUIDELINES

Task

The team is to solve the tale. To accomplish this task each team must do two things: (1) obtain all clues and (2) determine the correct solution. The solution may not be submitted until all of the clues of the tale are in the team's possession. The facilitator will tell you if you have all the clues and your answer is correct.

Procedure

To obtain all the clues you will negotiate with the other three teams for the clues. The rules for negotiation are:

1. Only one member of a team may leave the team at any one time.
2. Only one member may negotiate with any team at any one time.
3. Each member of the team must have at least one opportunity to negotiate with another team.
4. No more than two clues may be exchanged during any transaction with another team.
OBSERVER GUIDELINES

1. Sit where you can see and hear most of the team.

2. Take notes—include quotes where possible. Note the things that help and hinder the team and the impact of what was said or done.

3. Look for data on:
   - COMPETITIVE BEHAVIOUR (working against the other teams)
   - COLLABORATIVE BEHAVIOUR (working with the other teams)
   - TASK ORIENTED BEHAVIOUR (keeping focused on the job to be done)
   - STRATEGIC BEHAVIOUR (seeing the whole picture and planning to win)
   - PROCESS BEHAVIOUR (how the team is working together)
   - CHALLENGING BEHAVIOUR (communicating without words)
   - DYSFUNCTIONAL BEHAVIOUR (e.g., side conversion, monopolizing)
   - COMMENTS

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