

# MARQUAL



## BUSINESS AND QUALITY GAME

This game has been developed as a fun learning experience for staff at any level of comprehension or skills.

NOW AVAILABLE AT NO COST  
WITH THE "OFF-THE-SHELF" PUR-  
CHASE OF PEOPLE & WEALTH  
AND/OR  
INSPIRED SERVICE

[SEE GAME IN ACTION HERE](#)

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Most of the main variables of running a business are included in the game without losing perspective of the stakeholder approach, and the effect decisions and events have on all involved in the business. Employees are never portrayed as being viewed by the shareholder as expendable cost items.

The game is totally ideologically neutral while still being completely in tune with rapidly changing modern business and leadership principles.

Participants get to understand the value driven principles of business of:

Serving the market

Thereby contributing to abundance

For which one gets a reward

Which is shared amongst the contributors

The behaviour and performance of the company is portrayed through the Contribution Account™ which in turn is used to emphasise all sound business principles, including maximum productivity, quality, and being market driven.



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## APPROACH

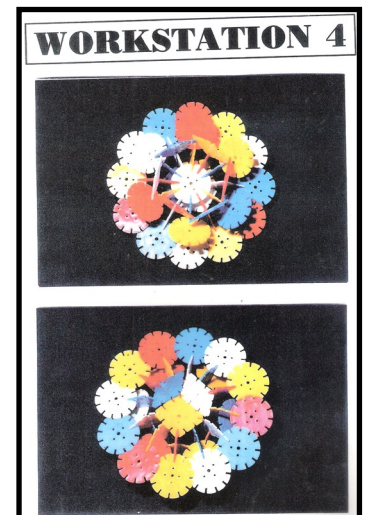
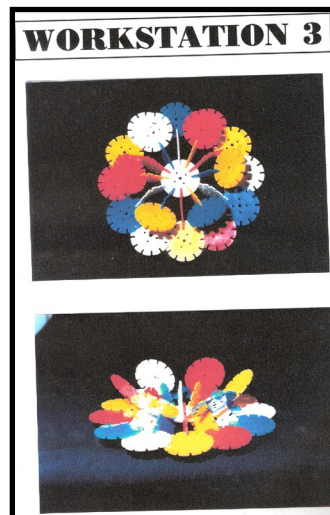
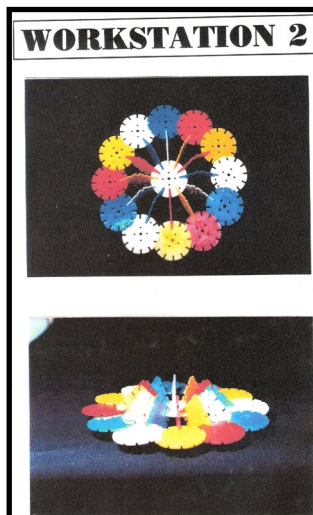
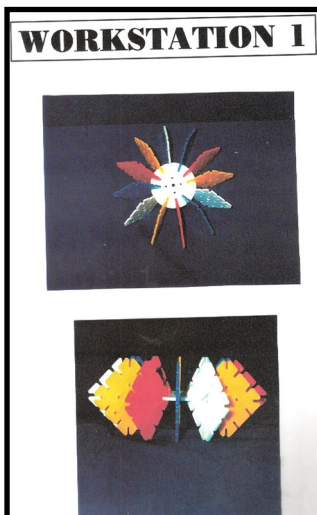
The game is based on an assembly line model building process giving emphasis to quality, meeting standards, teamwork and the internal customer.

All participants are drawn into the game.

There are six variations of the game with each variation building on the experience of the previous one.

Instructors can mix any of the experiences at will, from a team approach to one individual building the model alone. Further variations are limited only to your own creative thought.

Variable situations are suggested that portray real decisions that companies have to face, and that clearly illustrate the effect on all the stakeholders.



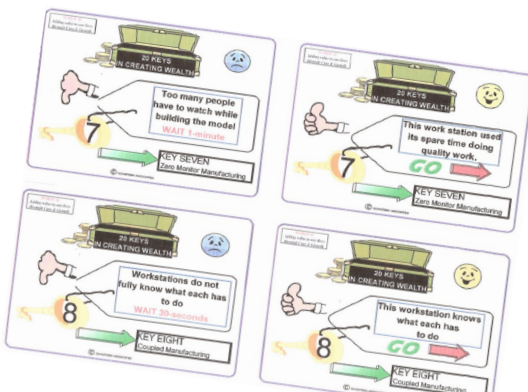


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## PROCESS

The game makes provision for 4 lines of 5 participants each. In any one game you should not need more than the suggested components. 4 Workstations plus a team leader, will give each participant the chance of full participation and will involve 20 employees. These can be increased up to a maximum of sixty, but individual participation is defused with each additional member at a workstation. Two controllers are suggested to ensure adequate monitoring of procedures.

There are six variations of the game. No single game should last much longer than 30 minutes, including fairly comprehensive debriefing. The whole process can be broken up, adjusted or customised with considerable flexibility. Modules can be repeated or adjusted to lengthen, shorten, complicate or simplify each. The variable cards can be left out, reduced, or increased to portray more specific company situations. In each case, the controller can be equipped with information to emphasise specific elements that relate to the company.



Marqual  
Contribution Account™

Team						
	Yr 1 Rm	1	2	3	4	5
Income	R600					
Less outside costs	R400					
Wealth	R200					
Shared with						
Employees (50%)	R100					
Savings (25%)	R 50					
Tax (15%)	R 30					
Owners (1%)	R 20					

Workstation 1	No	Total
White Rounds	1	13
Blue Squares	3	
Red Squares	3	
Yellow Squares	3	
White Squares	3	
Workstation 2	No	Total
Blue Rounds	3	12
Red Rounds	3	
Yellow Rounds	3	
White Rounds	3	
Workstation 3	No	Total
Blue Rounds	1	6
Red Rounds	2	
Yellow Rounds	2	
White Rounds	1	
Workstation 4	No	Total
Blue Squares	3	9
Red Squares	2	
Yellow Squares	2	
White Squares	2	
Total for one model		40

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## MODULE OUTLINE

**GAME 1:** To build one model correctly first time in the shortest possible time.

**GAME 2:** To build one model correctly first time in the shortest possible time, while facing strikes and other stoppages.

**GAME 3:** To build one model correctly first time, in the shortest possible time, to earn maximum reward for all the stakeholders, while facing strikes and other stoppages.

**GAME 4:** To build one model correctly first time, in the shortest possible time, to earn maximum reward for all of the stakeholders, while facing problems of changing interest rates and rising inflation.

**GAME 5:** To build as many models as possible correctly in four minutes, thereby creating maximum reward for all the stakeholders, while facing strikes and other stoppages.

**GAME 6:** To tender and meet orders for as many models as possible according to pricing, in four minutes, thereby creating maximum reward for all the stakeholders.



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## IMPORTANT EXCLUSIONS

This programme is offered as a free addition to the low cost on-line offer of *People and Wealth* and/or *Inspired Service*. In essence, what is being offered is the licence to apply this proven learning experience in any manner you see fit and that suits your enterprise.

### GAME COMPONENTS:

The inclusion of bulky packages of plastic toy parts will not only complicate delivery but would increase the price of the offer. This should not have an effect on your ability to equip yourself or make the game useable at your site.

These parts should be available at toy stores or others offering such educational toys.

The parts can be replaced with similar parts in other packages.

Or you could replace the game completely with your own design and unit. We encourage this in the interest of customising and relevance because it may be more fitting to your operations. You should obviously ensure that the process resembles closely that outlined in the various games.

### VARIABLE CARDS.

These are also excluded from this licence for the same reasons as above, but more importantly because they are viewed as part of customisation, which is available as a separate advisory service. Examples of what these cards should contain are given at the end of this document. Each event or situation imposed on the participants by the cards, should reflect your enterprise more specifically. Even some of the more general cards such as “interest rates have increased”, may not reflect your company directly.

In the original game, three colours identified cards with three broadly different situations:

Blue – affecting production.

Red – affecting finances.

Yellow – relating to specific games (4-6).

A significant degree of effort, expertise, knowledge and collaboration with others (see acknowledgements at the end of this document) went into the game's design. In his extensive work on enhancing awareness in the workplace, the designer has taken much care to ensure transferability of his learning programmes to clients. All trainer manuals have been written in the finest detail to ensure this. It is the hallmark of all of his programmes. Taking ownership of the process, and having fun in customising it for your own enterprise has been done in this spirit.

**Because ultimately, the transfer of knowledge is the most significant act of enhancing trust.**