



CultuRallye Facilitator Instructions



CultuRallye is a tool for exploring how we interact with each other in the face of change. The “culture shock” people experience during this activity can be a metaphor for dealing with change in any context where people are encountering new rules, norms or practices.

How does it work?

Small groups sitting at tables engage in a silent dice game. After several rounds of play, the individual at each table who has collected the most chips moves to the next table, and the groups continue playing in silence. No one knows it at first, but each table has slightly different rules and people may react differently to this culture shock as each group continues playing with newcomers.

Some newcomers will be confused and quickly lose their chips. The existing players will either play on without them or show more inclusive behavior, sharing chips to allow them to keep playing. Other newcomers will realize what’s going on and make the existing players explain the new rules. When it’s time for the next changeover, groups that were more inclusive and

adaptive will be more successful at integrating the newcomer. The experience demonstrates how group behaviors and structures influence how effectively we manage change.

Procedure

Each table has two dice -- an Action die with symbols and a Rallye die with numbers -- along with a unique set of rules that describe different acts players must perform when the Action die lands on a particular symbol. Acts vary from snapping one's fingers to slapping the table, and the acts are represented by different symbols at each table. Each player will also have a plastic cup with 20 game chips.

To begin the game (after a five-minute practice round detailed below), the youngest player at each table rolls both dice at the same time. The rest of the players must perform the act noted on the Action die as fast as they can. The last person to perform the act must give the dealer the number of chips shown on the Rallye die. The game then continues in a clockwise direction.

Before the game begins, players have five minutes to learn the rules and practice playing the game. They do not remove any chips from their cups yet. At the end of the five-minute trial, the facilitator removes the rules from each table and asks players to remain silent.

First Phase of Play

During the first phase, players stay at their original table, and win and lose chips by rolling the dice, performing the various acts, and internalizing the rules. No talking is allowed. After about five rounds of play (enough so each player has a turn rolling the dice), the facilitator signals the end of the first phase and allows players to complete their final round. The player with the most chips then moves to the next table (clockwise).

Second Phase of Play

During the second phase, the different rules, players and scenarios all work to create confusion and possibly some frustration. Some players will be very quick to learn the new rules and develop strategies for dealing with the change, while others will remain unaware and react very differently. The facilitator should take note of these reactions and strategies and discuss them during the debrief. The second phase also lasts about five rounds, with the winning player moving to the next table.

Additional Phases of Play

After the second phase, play for two or three more phases so as many players as possible experience the culture shock of the changed rules.

Ending the Game

After the final phase, players return to their original table and discuss the experience with each other for 5-10 minutes. The facilitator then begins the debrief.

What do you need?

People (min / optimal / max):

- **Standard** (9 / 12 / 16)
- **Large** (9 / 12 / 35)

Time for Activity:

20-25 minutes not including the debrief

Materials:

- **Standard:** 8 dice, 320 chips, 16 plastic cups, Player Rules for 4 tables, 1 set of Facilitator Instructions
- **Large:** 14 dice, 700 chips, 35 plastic cups, Player Rules for 7 tables, 1 set of Facilitator Instructions

Workspace:

- **Standard:** 200 sq. ft. with room for 4 tables
- **Large:** 320 sq. ft with room for 7 tables

Instructions

1. Prepare the activity by setting up each table with the game materials. For 9-12 people, use three tables. For 13-16, use four tables. For more than 17, use seven tables. The tables should be separated enough to prevent players from comparing their rules. Each table should have two dice (one Action die with symbols and one Rallye die with numbers), one plastic cup with 20 chips for each player, and one set of Player Rules for the table to share.
2. Explain the goal of the activity. You can say something like, *"The object of this activity is to collect as many chips as possible. Each table will have an Action die with symbols and a Rallye die with numbers. One player, starting with the youngest person, will roll both dice at the same time. The rest of you must perform the act noted on the Action die as fast as you can. If you're last, you must give the dealer the number of chips shown on the Rallye die. The game then continues in a clockwise direction. Note that you will start with 20 chips and you can only collect chips when you're the dealer."*
3. Outline the rules:
 - *"You will have five minutes to read the Player Rules and practice playing the game, but don't remove any chips from your cup yet. After a few minutes, I will remove the instructions."*
 - *"Once the real game begins, there will be no talking."*

4. Observe the activity. Once everyone has rolled the dice at least once, ask the players with the most chips to move to the next table. Because this movement will lead to a new dynamic at each table – caused by the arrival of a newcomer and different rules – you’ll have a lot to observe. Take note of how everyone reacts to the confusion and if they develop strategies for responding to the change, and use your observations in the debrief. End the game by asking everyone to return to their original table and announcing the winner.
5. Lead the debrief. Here are some sample questions to ask:
 - How did you cope with the rule changes?
 - Where did you experience your greatest success and frustration?
 - What similar experiences have you had at work or in everyday life?
 - Are there situations in real life where you can apply what you learned today?

Variations

- In groups of more than 20 (when using the standard size), 1-4 people can be designated as observers. Their comments and observations should be brought into the debriefing session.
- In groups of more than 35 (when using the large size), 1-7 people can be designated as observers. Their comments and observations should be brought into the debriefing session.



CultuRallye Player Rules

The object of the game is to collect as many chips as possible. Each player starts with 20 chips. Each table has one Action die with symbols and one Rallye die with numbers, which are rolled at the same time. The youngest person at the table rolls the dice first, then everyone else must perform the act shown on the Action die as fast as possible. The last player to do so must give the dealer the number of chips shown on the Rallye die. The game then continues in a clockwise direction.

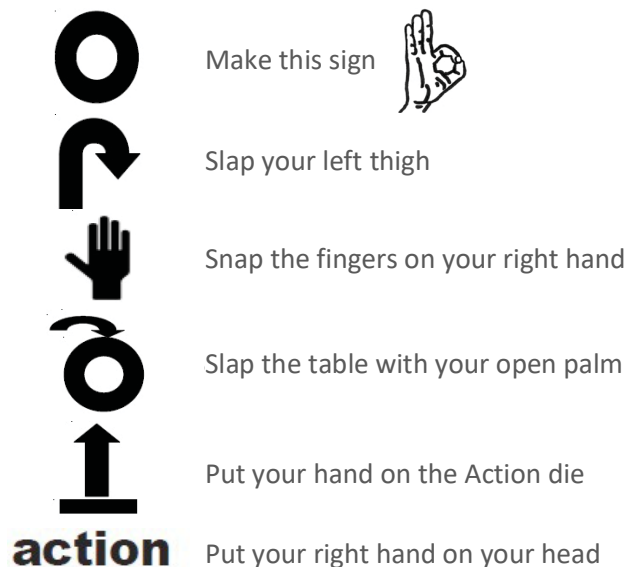
You will have five minutes to practice. After that, you should understand the rules of the game well enough to play without them and they will be removed. You may not talk for the rest of the game.

Action Die (symbols)

The symbols on the Action die represent specific acts. When an Action die is rolled, everyone except the dealer must perform the act shown on the die as quickly as possible. The last person to perform the act loses, and must give the dealer the number of chips shown on the Rallye die.

Rallye Die (numbers)

The player who loses the round because he/she was the last to perform the act on the Action die must pay the dealer the number of chips shown on the Rallye die. The dealer is the only player who can receive chips, which means the only time you can collect chips is when it is your turn to roll the dice.





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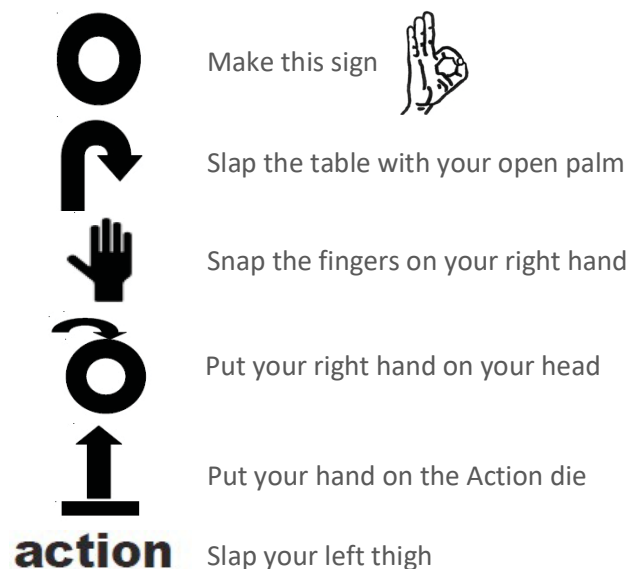
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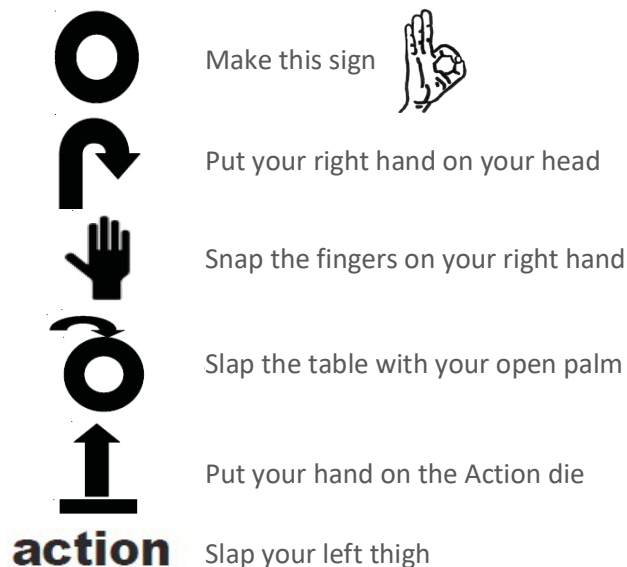
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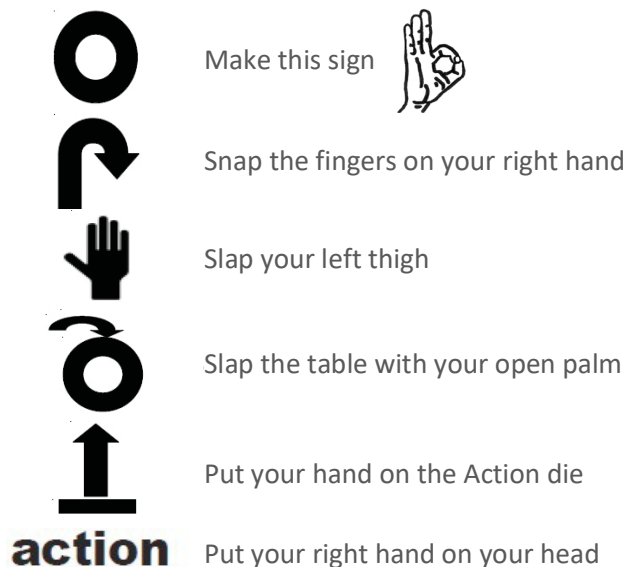
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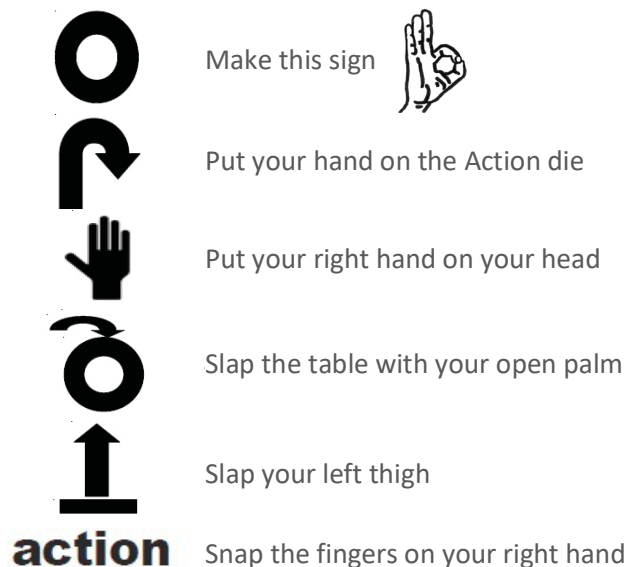
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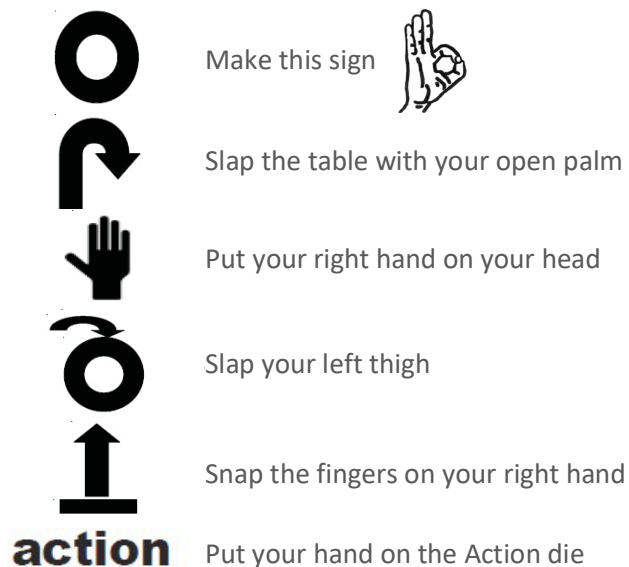
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