

“Divide the loot” – A conflict management and negotiation skills activity

This is what we do:

1. Form into two groups, physically apart.

One group is to take on the role of the management negotiation team, the other represents employees.

2. Each individual within a group pays a the same amount of their own money to the kitty. A different amount is taken from each group.

It is very important that each group does not at any time know the value of the investment made by the other.

3. The activity leader pays into the kitty a third element of his own money – the value of this is known only to him.

4. Each group is then informed of the total value of the kitty.

Group members know their own input, and the total, but not the value of the investment made by the other group or the activity leader.

5. Separately, the two groups then determine the share of the total they feel should by rights, come to them, and a rationale that they can use to justify that split.

After 10 minutes of the above preparation, the two groups come together to commence negotiation, and to agree on a split of the kitty.

6. The two teams meet, adjourn, and work on a split that is agreeable to both parties.

7. When agreement has been reached, we will debrief the learning.

Remember to record your learning as you work.

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