



**Engage Your Learners**

**Transform Your Training.**



**Europe's  
LEADING BRAND for  
experiential learning  
materials**

**Product Magazine 2019**



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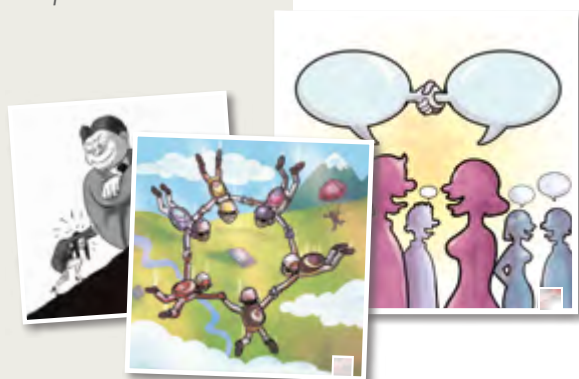


**We are exhibitors at the ATD conference: Exhibition Hall Booth No. 520**

See p. 29

**Train-the-trainer certification**

See p. 46-47




ScenarioCards, p. 8-11

**Sustainable Development Award of AGENDA 21**

See p. 49

**ToolProfile**

	Fan	● ○ ○	Low
	Practitioner	● ● ○	Medium
	Professional	● ● ●	Challenging

Trainer skill level

Group experience level

The Tool-O-Mat and the ToolProfile assist you in selecting the right METALOG® training tools to match the group and the topic. See more on p. 32-33

I am proud to present the brand-new international METALOG® training tools product magazine. This issue once again offers all our international customers and METALOG® enthusiasts around the world a whole host of insights into the world of experiential learning. You will not only find inspiration from experts on getting the most out of your METALOG® training tools, but also our latest product developments and the dates of our next workshops and train-the-trainer sessions.

**One-day workshop in Washington**

Join us at our one-day workshop on May 18, 2019 in Washington to get concentrated expertise on how to apply METALOG® training tools to a wide range of areas. Read more on p. 29. It goes without saying that we will be exhibiting at the ATD, the largest talent development conference in the world, which takes place in Washington, D.C., from May 19 to 22. Drop by our exhibition stand at booth No. 520 and say “hi.”

**Train-the-trainer certification**

If you want to become a certified expert in experiential learning and delve deeper into the METALOG® method, then our Train-the-Trainer Certification is the right program for you. It takes place in 2 modules of 5 days each in December 2019 and March 2020 in Cologne, Germany. Find out more on p. 46-47.

**New tools: ScenarioCards 1 & 2**

Hot on the heels of the success of *ScenarioCards 1 – Team & Organisation* – we have just gone one better! We’ve added a new set of ScenarioCards called *ScenarioCards 2 – Stereotypes & Diversity*, which focuses on dealing with differences. If your work addresses issues of stereotypes, prejudices, culture shock, inclusion or intercultural communication in a different context, this set of cards is the perfect multi-purpose training aid for you. Details on the ScenarioCards can be found from p. 8 onwards.

**Agenda 21 Award**

In October 2018 METALOG® was the recipient of the Sustainable Development Award of AGENDA 21, the UN action plan adopted at the 1992 Conference on Environment and Development in Rio de Janeiro. The key factors for the jury’s decision were our widespread use of the renewable raw material of wood for our tools, the production of the tools at charitable institutions, and our highly resource-friendly working practices. The award reinforces our commitment to delivering our creative ideas to the world on an environmentally sustainable basis.

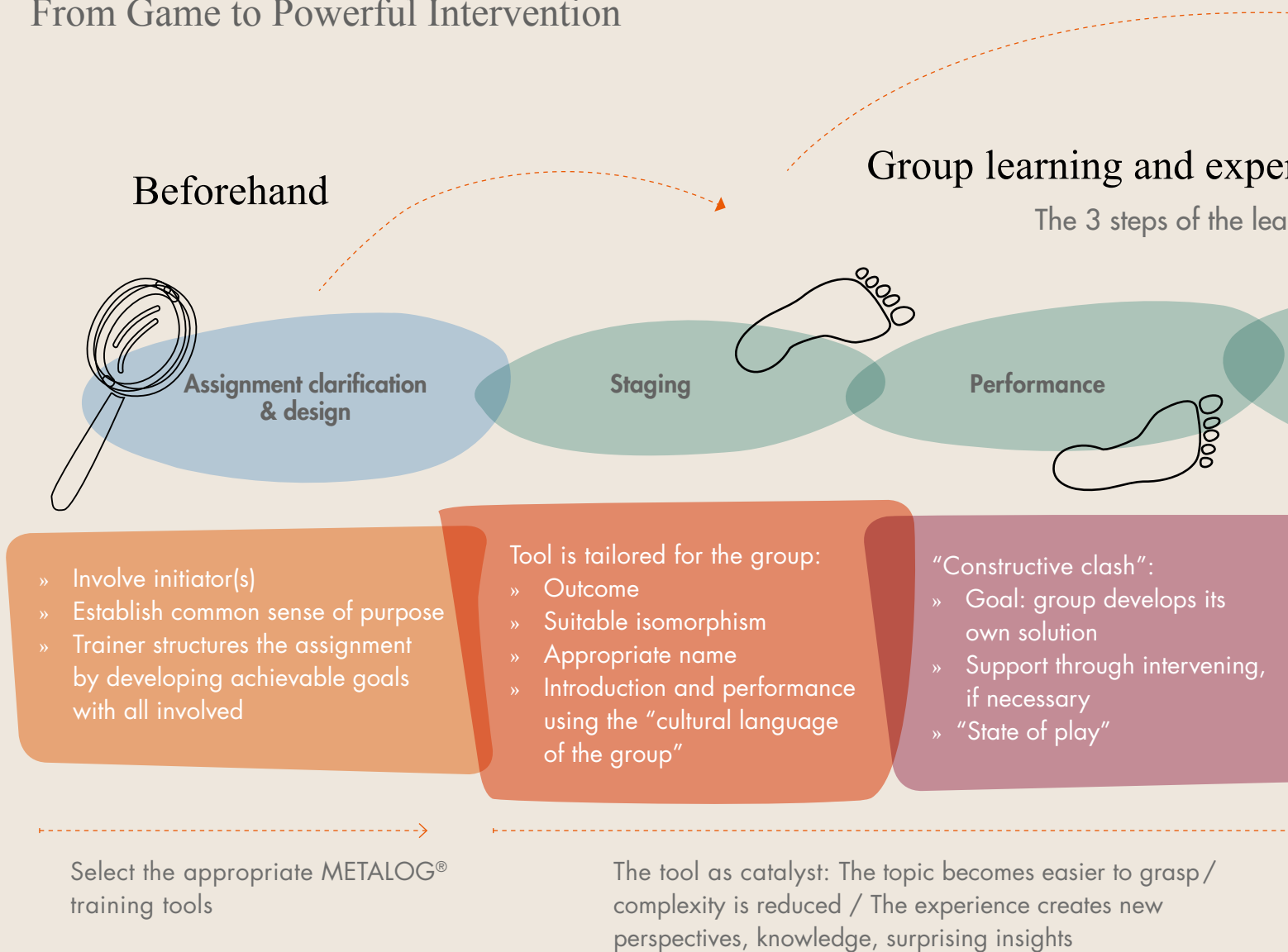
**Stay updated! New METALOG® newsletter**

We have a new METALOG® Newsletter! 2-4 times a year we send the latest information about new product developments, workshops, and other news direct to your inbox. Subscribe to the newsletter at [metalogtools.com](http://metalogtools.com)!

Happy reading  
Tobias Voss  
Founder & CEO



# The METALOG® Method – From Game to Powerful Intervention



## METALOG® Check List – getting started using the tools

### What am I trying to achieve through using the tool?

*For example:*

- ✓ Establish a learning team, actively and dynamically shape the learning process
- ✓ Build trust in the group
- ✓ Develop skills such as communication and empathy
- ✓ Shape change and initiate development (personal, within the group, within the system)
- ✓ Improve conflict resolution skills, teamwork skills

But also: get the day off to an energetic start, focus the group on a specific topic, work through

specialist content, enable the group to get to know each other, and so on.

### How do I present the work assignment, the rules? (Staging)

*For example:*

- ✓ The rules are visible to everyone
- ✓ Define roles: facilitator, observer, time manager, and so on.
- ✓ Give the learning project an appropriate, meaningful name: e.g. “We are going to build a skills tower” (Tower of Power with facilitation cards).

### What can I do if the group gets stuck? (Interventions)

*For example:*

- ✓ The process is interrupted and, as facilitator, I ask the following questions: “What has gone well so far? What has not gone so well? What would it be a good idea to change? The group then continues the activity.
- ✓ As facilitator, I give the group feedback from outside about how I perceive the situation.
- ✓ I make rules easier or harder, reduce or extend the time allowed, etc.

# Experimentation space

Learning project

# Everyday life



## Reflection and coaching

- » Collect
- » Transfer
- » Develop

- » New rituals
- » New rules
- » New goals
- » Mnemonic anchors
- » Where are individuals now?
- » Where is the group?
- » New needs?
- » Possibly new targets?

Tool can serve as a mnemonic anchor

### What questions can I ask after the performance stage? (Reflecting on the experience)

*For example:*

- ✓ What was the key to solving the task?
- ✓ What was each individual's personal contribution?
- ✓ What moments were difficult?
- ✓ What other competencies would the group have needed?
- ✓ Imagine the group had the opportunity to do the task again, what would it do differently?
- ✓ What role did each person have during the task?
- ✓ What is the "take away" for our everyday lives? And so on.

### What agreements, goals and learning paths can be developed and specified with the group? (Reflection: building bridges to everyday life)

*For example: Agreements*

The following discussion rules shall apply to us this year: ...

*For example: Goals*

In future, we want to meet once a week

*For example: Learning paths*

For me personally the learning experience was especially important, so I will .....

I will do the following tasks

And so on.

### How will I record the results of the reflection?

- ✓ On a flipchart?
- ✓ On the board?
- ✓ On facilitation cards?
- ✓ On photos or as a photo collage?
- ✓ Will the group develop goals and write them down?

And so on.

## 6 Tower of Power

For teams who set their sights a little higher



### THEMES & OUTCOMES

**LEADERSHIP TRAINING** - identifying interdependencies in systems, leadership communication, dealing with risk, giving feedback **TEAM BUILDING** - communicating effectively, cooperating, active listening, maintaining the balance, working with values

**PROJECT MANAGEMENT** - simulating strategic planning, working under time pressure **COMMUNICATION TRAINING** - meta communication, facilitating, dealing with different perspectives

#### Activity

We know that great teams make great things happen. But the constant challenge of meeting or even exceeding objectives is very demanding for everyone involved. "How should we treat each other?"; "What's important for each of us in team work?"; "Who's taking the lead?": These are just a some of the many questions that need answering. The answers are the keys to producing effective and synergetic teamwork.

#### How it's done

The trainer places 8 wooden blocks upright on the floor. Each team member picks up one of the ropes that are connected to a crane. The task is to use the crane to build a tower by placing the blocks on top of each other. The participants are not allowed to touch the blocks with their hands or any other part of their bodies. The task appears simple, but with each block cut at a different angle and the need for all participants to work together, building the tower starts to get tricky! This task can only be solved by precise planning, good communication and well-organized teamwork.

#### Variation




Have your group build a three-story "house." This way, you avoid the tower falling over (as could happen in the classic version) and mistakes during building can be easily integrated.

👤 6/12/24; XXL: up to 34

🕒 10–45 minutes

📏 30 x 30 ft (8 x 8 m)



 Video online	 Trainer level	 Group level
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Tower of Power Special

**Tower of Power** Up to 24 participants.

📦 1 crane (beech/stainless steel) with 24 robust strings, 6.5 ft x 0.1 in (2m x 3mm), braided 8 times, 8 blocks cut from solid beech wood, 1 detailed instructions manual. Pack size: 15.4 x 14.6 x 5.5 in (39 x 37 x 14 cm). Weight: 16.5 lbs (7,5 kg) incl. case.

**No. 1534** \$ 337,00\* /£ 252,75\* /EUR 280,83\*

**Tower of Power XXL** Up to 34 participants.

📦 1 crane (beech/stainless steel) with 34 robust strings, 6.5 ft x 0.1 in (2m x 3mm), braided 8 times, 8 blocks cut from solid beech wood, 1 detailed instructions manual. Pack size: 15.4 x 14.6 x 5.5 in (39 x 37 x 14 cm). Weight: 16.5 lbs (7,5 kg) incl. case.

**No. 1551** \$ 377,00\* /£ 282,75\* /EUR 314,17\*

**Tower of Power Special** Up to 24 participants.

See Tower of Power. 8 blocks cut from solid beech wood with inlaid walnut.

**No. 1561** \$ 440,00\* /£ 330,00\* /EUR 366,67\*

**Tower of Power Special XXL**

Up to 34 participants. See Tower of Power. 8 blocks cut from solid beech wood with inlaid walnut.

**No. 1562** \$ 480,00\* /£ 360,00\* /EUR 400,00\*

*\*plus shipping and taxes where applicable*

Increase the challenge and enhance the flow of your activities through Tower Special, our elegant new addition to the Tower of Power family. With Tower Special, you can

- > return blocks to the upright position after they fall over
- > turn blocks over

This makes the construction process even more multifaceted and exciting.



Tower of Power Special



Tower of Power XXL

👤 per set (min/opt/max): 1/10/20

**Large groups:** ScenarioCards can be scaled up without any limits, making it suitable for all group sizes. We recommend using one set per 20 participants.

🕒 (w/o reflection): 10-45 minutes, depending on how it is used.

We worked closely with an international team of illustrators to carefully examine typical situations that occur in teams and organizations. These ideas then flowed into the creation of 50 high-quality visual metaphors that shift the focus onto the truly significant themes of our work: transformation, development, conflict and communication, resources, leadership, goals and vision. The cards provide a new dimension as “conversational pacemakers,” making it easier to gain access to motives and emotional states

and bring people in organizations a step closer to open dialog. They are the perfect tool for enabling well-versed trainers to quickly pinpoint core issues, making it easier for participants to recognize and talk about them. They are a must-have for anyone who wants to quickly get to the heart of the matter.

ScenarioCards are robust, water resistant and still look good after extensive use.

*ScenarioCards 1: 50 visual metaphors for supporting team & organizational development*

# Team & Organization

## **Kick-off**

In order to get the team talking about the intended topic of your workshop/seminar, invite each of the participants to choose two similar or different cards. Possible questions that they could use to help them make their selection: How is everyone? What needs do you have? Where do we want to go to? Where do the individual members feel the team experience is the same and where is it different? Who needs help and support?

## **My team is like ...**

Each participant selects one of the cards that they think represents a metaphor for the team. Then, each participant presents his or her card in turn.

## **Team vitality**

Focus on the team’s resources by working with the question: “What are some of the most powerful resources and key strengths in your team? Select one or two similar or different cards.”

## **“Under pressure” vs. “energetic optimism”**

Each participant is invited to select a card for their team that represents when the team acts under pressure and one for when it is in an energetic and optimistic state. The participants then share their thoughts on the differences and develop the best possible way of communicating under pressure.

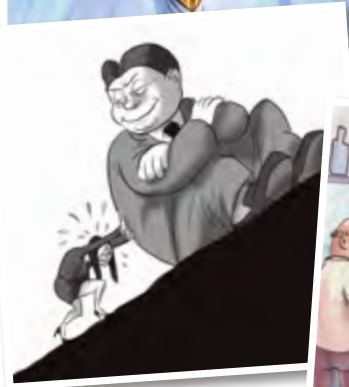
## **Planning goals**

Use the cards at the end of a team development workshop or seminar by getting the team to combine their cards and develop a joint “goal collage,” that of course can also contain pictures drawn by the participants themselves.

## **Appreciative feedback**

The members of the team each choose a card that they think represents a special quality that another team member possesses. They all find at least one card for one other member of the team. Then, each team member gives the other team member their cards and their feedback.





### TOPICS

**TEAM AND ORGANIZATIONAL DEVELOPMENT:**\* talking about topics relevant to the team, activating the team's resources, discussing current issues and needs, talking about transformation processes, giving feedback, developing visions, and much more. **LEADERSHIP TRAINING:** talking about leadership topics, discussing leadership roles, optimizing the handling of conflict situations, and much more. **CONFERENCES, LARGE GROUP EVENTS:** facilitating contact between participants, assessing progress, providing feedback and sharing ideas, and much more. **REFLECTING ON LEARNING PROJECTS:** reflecting on experience-oriented learning projects following the performance stage (e.g. "Select a card that represents a challenge for you during the learning project ...")



Trainer level



Group level

### ScenarioCards 1 – Team & Organization

50 ScenarioCards printed on high-quality, robust water-resistant material; detailed instructions in German and English. Dimensions: 8.6 x 8.6 x 1.4 in (22 x 22 x 3,5 cm). Weight: approx. 3.27 lbs. (ca.1 kg). Delivered in a fabric bag, closable with snap fasteners.

**No. 1865**      **\$ 125,00\*/£93,75\*/EUR 104,17\***

*\*plus shipping and taxes where applicable*



👤 per set (min/opt/max): 1/10/20

**Large groups:** ScenarioCards can be scaled up without any limits, making it suitable for all group sizes. We recommend using one set per 20 participants.

🕒 (w/o reflection): 10-45 minutes, depending on how it is used.



## THEMES AND OUTCOMES

**INTERCULTURALITY and DIVERSITY:** Working with stereotypes, prejudices, discrimination and racism, culture shock, inclusion, critical incidents, culture and various cultural models, values, intercultural communication, empathy, preparation for international assignments, and much more. **TEAM and ORGANIZATIONAL DEVELOPMENT:** Cooperation between departments with different cultures, metacommunication, mergers, intercultural management.



Trainer level



Group level



### Excerpt from the instruction manual:

**Getting to know each other in an intercultural context:** To get to know each other in an intercultural workshop, everyone chooses a card that reflects their own experience(s) in a foreign country. The participants share their experiences in small groups. Key experiences are then shared in the whole group.

**Re-interpreting cultural differences:** The participants select five cards which, for example, represent typical characteristics of Chinese culture, and another five cards for their own (e.g. English) culture. The individual characteristics are explained. Then the trainer swaps the cards assigned to the respective cultures and assigns all five cards to the other culture. By asking "To what extent can the five cards also stand for each of the other cultures?" the trainer instigates a change of perspective.

**Perspectives:** Two partners jointly choose two cards that, in their opinion, represent stereotypes. The aim is to discuss what negative and what positive effects these stereotypes would have if they were true. In the next round, the group discusses the results.

**Preparation for international assignments:** Each participant chooses one card representing the hopes and a second card representing the fears that he or she may have about a future international assignment. The participants share their thoughts in small groups.

**Critical incidents:** Small groups work with critical incidents and then present a summary of their results using a ScenarioCard, for example: "Our critical incident was about the different treatment of men and women, which is why we chose this card..."

**Strategy collage and gallery:** Towards the end of an intercultural seminar, small groups develop strategies for dealing with intercultural situations. The participants' task is to illustrate the five most important strategies on a flipchart. ScenarioCards and self-drawn pictures are to be included. At the end, the flipcharts are hung on the wall and inspected by the entire group as if in a gallery. The creators of the flipcharts explain their collages.





ScenarioCards 2: 50 visual metaphors for supporting intercultural learning

# Stereotypes & Diversity

ScenarioCards 1 – Team & Organization motivated us to develop a second new set: **ScenarioCards 2 – Stereotypes & Diversity**

Intercultural skills and the ability to deal with differences are without doubt core competencies in our modern world. Intercultural learning is now not only an established element of almost every school curriculum, but also in practically all companies. In collaboration with our graphics team, we developed 50 image metaphors to support intercultural learning that cover the entire intercultural spectrum, allowing you to address topics

such as stereotypes, prejudices, diversity and inclusion. Our “conversational pacesetters” assist you in working with critical incidents, culture shock, with cultural models in particular, and of course with intercultural communication in general. The picture cards enable even more direct access to your participants’ genuine motivations and emotions and hence contribute to a meeting of minds. They are the perfect tool to help well-versed (intercultural) trainers quickly pinpoint core issues, making it easier for participants to recognize and talk about them. They

are a must-have for anyone who wants to quickly get to the heart of the matter.

ScenarioCards are robust, water resistant and still look good after extensive use.

**ScenarioCards 2 – Stereotypes & Diversity**  
 50 ScenarioCards printed on high-quality, robust water-resistant material; detailed instructions in German and English. Dimensions: 8.6 x 8.6 x 1.4 in (22 x 22 x 3,5 cm). Weight: approx. 3.27 lbs. (ca. 1 kg). Delivered in a fabric bag, closable with snap fasteners.  
**No. 1866**      **\$125,00\*/£93,75\*/EUR 104,17\***

*\*plus shipping and taxes where applicable*



## THEMES & OUTCOMES

**TEAM BUILDING** - communicating between departments, illustrating sender/receiver issues, communicating implicitly and explicitly, resolving misunderstandings, active listening, controlling information flow, establishing balance, establishing trust

**LEADERSHIP TRAINING** - assuming responsibility, identifying interdependencies in systems, deciding in uncertain situations, dealing with risk, working with secondhand information

**PROJECT MANAGEMENT** - developing strategies despite lack of information, focusing on goals, working successfully

**SALES TRAINING** - accepting/ understanding the customer's point of view, building customer trust, developing suitable language for talking to customers, learning how to read the customer's body language



Video online



Level Trainer



Group level

🕒 (min/opt/max) 4/9/12  
⌚ (not including review) 20–45 minutes  
📏 10 x 10 ft (3 x 3 m)

**Activity**

A round board with figurines placed on it is balanced on a pedestal, immediately focusing the group and captivating their attention. A metaphor with a wide variety of possibilities for interpretation emerges: creating balance, experiencing interdependency, but also dealing with risk and change.

**How it's done**

System is a flexible learning tool. There are a number of variations that have proven

successful in practice. Keep in mind, however, that when it comes to staging System, there are no limits to your creativity as trainer or coach.

**Roles:** The participants are split into teams of 2–3 “actors.” 3–4 such teams can work together on one System. There are different roles in each team: a blindfolded “grabber,” who is allowed to touch and move the figurines on the board. The second, sighted person is the “speaker” who verbally directs the grabber’s hand, but without actual physical contact.

**Clearing the table:** The figurines are unevenly spread out on the board. The teams’ task is to remove all figurines. The board must remain in balance.

**Placing:** Using tape, a 8 x 8 in field is created in the middle of the empty board. Each figurine is then to be placed one after the other on the board, but figurines are not allowed to be placed inside the field itself. At the end, the board must rest completely level on the pedestal.



**System**

📦 1 movable board (birch with cork base), 1 pedestal (stainless steel/beechn), 16 figurines (beechn), 3 blindfolds, 1 detailed instructions manual. Pack size: 28.3 x 3.54 x 28.74 in (72 x 9 x 73 cm). Weight: 19.84 lbs (9kg). Supplied in a special handmade bag.

**No. 1501**      \$ 619,00\* / £ 464,25\* /  
EUR 515,83\*

*\*plus shipping and taxes where applicable*



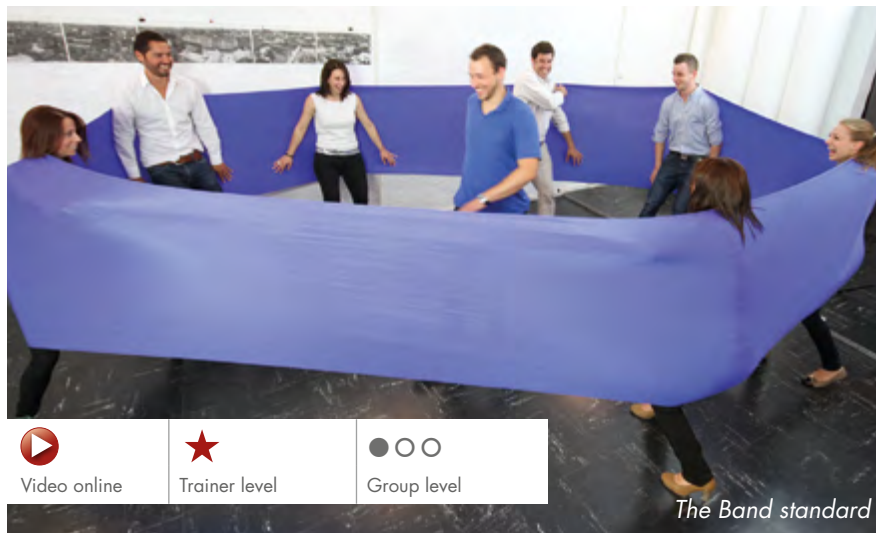
# The Band

Stretching Teams

↑ Standard: 4–16; XXL: up to 24; mini 2-8

⌚ RA 10–45 minutes; MC 10–25 minutes

↪ RA/C large space free of obstacles; MC 20 x 20 ft (6 x 6 m)



Video online



Trainer level



Group level

The Band standard



The Band mini

## The Band

📖 1 lycra cloth – choose from three different lengths: Standard 15 ft (4,5m), XXL 20 ft (6 m) and mini 10 ft (3 m), 1 detailed instructions manual. 1 the light-weight carry sack, dimensions in inches: 14 x 10 x 5.5 in (36 x 26 x 14 cm) Weight: 5.5 lbs. (approx. 2.5 kg)

### Standard (blue)

**No. 1540** \$ 297,00\* / £ 222,75\* / EUR 247,50\*

### XXL (red)

**No. 1541** \$ 347,00\* / £ 260,25\* / EUR 289,17\*

### mini (green)

**No. 1563** \$ 222,00\* / £ 166,50\* / EUR 185,00\*

\*plus shipping and taxes where applicable

## THEMES & OUTCOMES

**TEAM BUILDING** - coordination, dependencies and interactions in systems, coherence in teams, respect for others, maintaining the balance (RA); giving feedback, reflecting (MC) **ACCOMPANYING CHANGE PROCESSES** - making change and development as a natural phenomenon into an experience, taking care of the framework conditions when changing roles, making the intuitive power of self-organization into an experience **ENERGIZER** - in the morning, post lunch

### Activity

One outstanding feature of successful teams is that the team members can rely on each other. However, for many people it is difficult to let go. The Band allows your participants to physically feel the support of the team. The perfect combination of physical experience and team learning!

### How it's done

The Band can be used to support a number of activities; they can be both physically active and quietly reflective.

**Roundabout (RA)** 6–10 people stand inside the stretched Band, each person being supported by The Band. Suddenly, one person changes position by running and letting themselves fall into the material. Then the next person starts. As soon as the group has developed a feeling of stability and rhythm the trainer can increase the pace and dynamics of the movements.

**Microcosm (MC)** This physical activity requires a space that is safe and secure. Up to 16 people can stand or sit in The Band. Lean back, feel the team support and discuss your issues.

**Change** All participants stand inside the band. The group then develop a logical system whereby they are able to maintain tension whilst exchanging positions within the band. At the same time, the team needs to move the band in unison through a distance of about one 100ft (30m). Only with efficient team choreography will the team succeed.

Carry sack







## THEMES & OUTCOMES

**TEAMWORK:** Harnessing different perspectives and working positions to achieve objectives, optimizing work processes, effective communication, working towards a common goal, dealing with change. **PROJECT MANAGEMENT:** planning and conducting projects, achieving interim targets, allocating roles. **LEADERSHIP:** dealing with complexity, effective and target-focused facilitation, motivating, maintaining the overview.







		
Video online	Trainer level	Group level

### Learning Project

Let's be honest: Who really knows what the bigger picture is? Caught up in the hustle and bustle of our working lives, it is all too easy to lose sight of our goals. In the midst of the ups and downs of the day, no-one knows which is the right way to go. So, how exactly will we manage to re-focus our efforts on what really counts? PerspActive perfectly illustrates the challenges that teams and leaders face each day. The key to successfully completing this learning project is to find answers to two questions: "Where are we now?" and "where do we want to go?"

### Performance

Each of the participants holds one or two strings. The ball is placed in the opening of the transport tube and the group's task is now to use their skill to move the ball in three dimensions through the twists and turns of the tube so that the ball exits the other end of the tube and lands in the target basket. The specific challenge they face is to literally keep their eye on the ball, tracking where it is at all times and whether it is going in the right direction. And this involves activating all of the different perspectives of the team members.

### PerspActive

1 PerspActive made of wood with integrated ball transport tube, 12 braided strings, 3 balls, 1 detailed instructions manual.  
Pack size: 15.3 x 11.8 x 14.5 in (39 x 30 x 37 cm). Weight: 5.5 lbs (2,5 kg). Supplied in a cloth bag.

**No. 1570**      **\$319,00\* / £239,25\* / EUR 265,83\***

*\*plus shipping and taxes where applicable*



# CultuRallye

Rules make life easier – or do they?

👤 (min/opt/max) 9/12/16; XXL: 9/12/35

🕒 (not including review) 20–25 minutes

📏 approx. 200 sq ft (60 m<sup>2</sup>), for 4 tables (or 7 for XXL) with enough distance separating them

## THEMES & OUTCOMES

**INTERCULTURAL COMMUNICATION** - dealing with new people, understanding “foreign” cultures, explicit and implicit rules  
**TEAM DEVELOPMENT** - developing common rules (such as when merging two departments or forming a new team), setting rules  
**DEALING WITH NEW CONDITIONS** - developing new strategies, orientation in a new situation under difficult circumstances



Video online



Trainer level



Group level



### CultuRallye

Up to 16 participants: 📦 8 dice, 320 cash chips, 16 plastic beakers, game instructions for 4 tables, 1 detailed instructions manual. Pack size: 14.2 x 10.2 x 5.5 in (36 x 26 x 14 cm). Weight: 7.7 lbs (3,5 kg) incl. case. Supplied in wooden case.

**No. 1804 \$275,00\*/£206,25\*/EUR 229,17\***

### CultuRallye XXL

Up to 35 participants: 📦 14 dice, 700 cash chips, 35 plastic beakers, game instructions for 7 tables, 1 detailed instructions manual. Pack size: 15.4 x 14.6 x 5.1 in (39 x 37 x 13 cm). Weight: 11 lbs (5 kg) incl. case. Supplied in wooden case.

**No. 1850 \$448,00\*/£336,00\*/EUR 373,33\***

\*plus shipping and taxes where applicable

### Activity

Explicit and implicit rules are an expression of every culture. It doesn't matter whether it's the culture of a country or of a company or of a department in a company, rules regulate how we live with each other. Getting to grips with “foreign” rules is the main issue at the heart of this learning project.

### How it's done

It begins very simply. On each table, the participants warm up by practicing how to play with specially developed dice and also get to grips with the rules of the game.

After a while, they are no longer allowed to speak, and the game starts. After a brief period, some of the participants change tables. But what they don't know is that each table has different rules on how to play the game! Unable to speak, they have to come to terms with the strange situation, i.e., either learn the new rules or “import” their own. This “culture” shock is a real eye-opener. The participants tangibly experience what it feels like to be in a new environment and what is needed to find your way around.





## THEMES & OUTCOMES

**COMMUNICATION TRAINING** - illustrating the sender/receiver relationship, experiencing multi-layered communication, impact of explicit and implicit language  
**FACILITATION** - bundling information, staying “on track,” attracting attention, being assertive, meta communication  
**SALES TRAINING** - selling on the telephone, supplying the customer with detailed information, active listening  
**TEAM COMMUNICATION** - active listening, resolving misunderstanding, dealing with information flow, discipline in communication  
**LEADERSHIP** - gathering information, staying focused, attracting attention, winning recognition  
**PROJECT MANAGEMENT** - knowledge transfer, developing strategies, dealing with incomplete information

### CommuniCards

📦 30 robust plastic cards, 16 blindfolds, 1 detailed instructions manual.

Pack size (with blindfolds): 13.8 x 10.2 x 6.7 in (33 x 15 x 25 cm).

Weight: 4.4 lbs (1,5 kg) incl. box. Supplied in wooden case.

**No. 1505**      **\$350,00\*/£262.50\*/EUR 291,67\***

*\*plus shipping and taxes, where applicable*

### Activity

30 cards. 6 shapes. 5 colors. 1 logical system. No problem. Shame you're blindfolded...!

In this highly challenging activity, the key to success lies in explicit communication, active listening and strategic thinking. CommuniCards is a real treasure chest for communication professionals!

### How it's done

All participants sit blindfolded in a small circle. The trainer takes two of the thirty cards and distributes the remaining 28 among the participants. The group's task is to discover the shape and color of the two missing cards by sharing information as a team about their cards. The trainer merely supplies information about the color. CommuniCards can also be played using fewer shapes and colors, depending on the size of the group. Ideally, each participant will get two cards.



👤 (min/opt/max) 6/12/22  
⌚ (not including review) 5–15 minutes  
📏 26 x 16 ft (8 x 5 m) if full length is used

# FloatingStick

When one hand doesn't know what the other is doing



## THEMES & OUTCOMES

- TEAM BUILDING** - communicating, focusing on goals, interacting, facilitating
- LEADERSHIP TRAINING** - taking on leadership roles, expressing oneself effectively
- SELF-ORGANIZATION** - concentrating, focusing, drawing on resources
- ENERGIZER** - in the morning, post lunch

### Activity

Taking inspiration from the “magic bamboo”, we have created a new variation on the stick theme for trainers with refined requirements. Whereas previously only a fixed-size group could be accommodated, this stick can be used in many different lengths and for up to 22 people. The stick, which in the old version was difficult to transport due to its length, has now been transformed into a 2.13 ft (0,65 m) long airline-friendly piece of luggage. An absolute must for every trainer's repertoire!

### How it's done

The participants form two lines, facing each other. The trainer places the FloatingStick on their extended index fingers, gently but not overtly pushing it downwards. The group's task is to lower the stick to the ground. The

only rule they must observe is to maintain contact between their fingers and the stick. But, at the count of three, as the trainer releases her/his hold, the stick begins moving up instead of down, as if full of helium! The reason: In trying to maintain contact with this extremely lightweight stick (it weighs only 9.8 oz (200 g) at 12.7 ft (4 m) length), each delegate pushes upwards just ever so slightly. All others follow this motion, effectively raising the stick instead of lowering it. Detailed planning, concentration, self-organization, and leadership are the keys to mastering this task.

### FloatingStick

📦 1 FloatingStick (6 aluminum tubes with screw thread, 2.13 ft (0,65 m) length, 1 detailed instructions manual. Pack size: 28 x 2.2 x 2.2 in (71 x 5,5 x 5,5 cm). Weight: 1.1 lbs (0,5 kg) incl. bag. Supplied in a practical transport bag.

**No. 1506**      **\$165,00\* / £132,75\* / EUR 137,50\***

*\*plus shipping and taxes, where applicable*





FacilitationBalls, p. 43

## Kick-start the learning motor!

*Greater impact through skilful reflection*

*By Tobias Voss*

I hear again and again how colleagues let the opportunity for reflection pass and perform learning projects simply for the sake of being active. Yet, it is only really possible to kick-start the “learning engine” to drive development at both the personal and group dynamics level when the reflection stage is done properly. Not reflecting is a little like letting the engine

stall just after turning the ignition key. This is a pity, because you then don’t get the full benefit from your learning projects. The problem with bypassing the reflection stage is that the participants simply file the learning project under “game” and do not properly understand the link to their everyday lives. A wasted opportunity!

When done properly, the true potential of reflection is multilayered: Firstly, there is the meta-perspective, which is achieved when we view an experience from a distance. When we review something that has happened in this way, the learning process is completely different and is also processed differently by the brain.

Furthermore, reflection has a decelerating effect, a little like slow motion: It is easier to really understand the interdependencies in the group, as well as the misunderstandings which, in the heat of battle, may have resulted in wrong decisions being taken.

It also becomes possible to better address emotions, thereby enabling a more in-depth exploration of the process to be made. On top of this, learning as such remains exciting – for, whenever the participants are able to ask and answer important questions themselves, a greater personal meaningfulness is created.

The latter case illustrates the importance of the setting in which reflection takes place: above all, it should create openness and a safe space. The second key factor influencing the effectiveness of reflection is, of course, the questions that are asked. Both forces involved in reflection – setting and questions – mutually reinforce each other and should be carefully chosen for each group.

*Typical “learning brakes” occur during reflection when ...*

- The facilitator imposes his or her own perspectives, ideas and opinions on the group, such as (personal) truths about how “it” really is.
- The facilitator allows him/herself to be sidetracked by unproductive “meandering” in which the conversation remains on the superficial level and does not pursue any goal.
- The negative experience causes the facilitator to drift into a problem trance, thereby masking all of the positive aspects.
- Too much time is spent on analysis.
- The focus is solely on the opinions of dominant participants.

*The following elements could be useful for creating an effective reflection process:*

- Collecting and acknowledging “I” and “we” statements. It is important to recognize that the participants often consider the way they see the learning process to be the same for all of the other participants. Of course this is never the case. Often, at the beginning of the re-

flexion phase, this personal perspective is generalized with a statement such as “We had a real problem”. One possible way to react here would be to ask: “And who experienced the process differently?”

- Focusing on the learning process as a whole, because the focus is initially often on what has just happened.
- Engaging as many learning styles as possible (no matter what concept you work with)
- Transfer to everyday life: Which learning experience has which impact on everyday life? What is the best way to build bridges to everyday life in order to generate the maximum degree of sustainability?
- Focus on resources: As a trainer, not allowing yourself to be dragged down by the negative, hypnotic undertow of the group, but refocusing the problem orientation through resource-focused questions. This can be achieved, for example, by asking questions such as: “What is really important?”; “Where are our strengths and in what contexts do we see them?”; “Where do we want to go?”; etc.

### Active, dynamic reflection

Effective reflection can also be compared to having a good conversation with someone. There can be an infinite number of variations – and a broad range of variations is always more effective than if the reflection process always follows the same boring pattern (such as the “trainer asks – participant answers” pattern). And, at the same time, the setting also plays an important role. For example, having a discussion around a campfire is different from having one in a seminar room. It is also interesting to note that the physical act of walking and talking sometimes creates a unique sense of momentum, because external (physical) movement also results in internal movement. When transferred over to the methodology of reflection, this means that it is also important to skillfully bring the participants together in the reflection process and to inspire them through using a variety of methods. That’s why I would like to show you a handful of tried and tested methods for creating active and lively reflection.

## A. REFLECTION AS KICK-OFF

### Looking back – Looking ahead

(Material: 1-2 ScenarioCards sets per 20 participants)

As part of an annual company meeting, the trainer invites the participants to reflect on the previous year. The trainer puts up several flipcharts around the room that each pose one specific question. In small groups, the participants go from question to question and select ScenarioCards that they feel best answer the questions, which they then pin to the flipchart, adding add one or more comments. Possible questions could be: “What were the key successes?”; “What were the big challenges?”; “What were the most important changes?”; “Where were we particularly good at dealing with difficulties?” Following this, the cards and comments are presented to the whole group.

In the next step, the trainer once again puts up pre-prepared flipcharts, which could include the following questions: “What competencies do we want to develop?”; “What will be of particular importance over the coming year?”; “What am I looking forward to?”

## B. AFTER A LEARNING PROJECT

### The talking rope

(Material: Rope of around 50-80 feet in length (depending on the size of the group), e.g. in red from METALOG®)

The trainer ties two different knots in a rope, such as a smaller one with a loop and a bigger one, which at the same time knots the rope into a circle. The rope must be long enough for all participants, who are sitting on chairs in a circle, to be able to hold it with both hands. The reflection process involves passing the rope around the group until one of the knots reaches the next person. When a participant receives the big knot, he or she can hold it and make a statement that the others can comment on. When one of the participants is handed the smaller knot with the loop, he or she can also hold it and ask a question that the rest of the group answers. This creates a very intriguing momentum.

**Play it again**

(Material: remote control, microphone, or replicas of both)

This form of active reflection creates excitement, is incredibly good fun, and generates a lot of new information. The trainer introduces the idea of the remote control and the microphone. Using the two aids, particularly interesting scenes can be

- replayed (“Let’s look at the scene again from the point when...”),
- paused (“And now stop!”)
- played in slow-motion or backwards.

Then the trainer hands the remote control to one of the participants and the microphone to another. Both choose the first scene that the group should replay.

The person with the microphone can interview the individual actors. Some good questions are, for example: “How are you feeling now?” or “What are you thinking about right now?”

**FacilitationBalls**

(Material: METALOG® FacilitationBalls 1 and 2)

The FacilitationBalls are sophisticated reflection tools that provide fantastic support for reflection at practically any stage of the group process. The key factor is how we work with them.

The trainer selects three balls, e.g. hand, heart, key (it is of course possible to work with even more balls). Then he or she explains the task and the first ball: “I would now like to reflect with you on your experiences of the learning project. To do so, I will throw these three balls around the group (the trainer holds up the three balls). Anyone who is holding one of the balls when I say “stop” is invited to say something.” Then the trainer explains the meaning of the first ball and throws it to one of the group members. While the trainer explains the meanings of the other balls, the person who caught the first ball has time to think about what he or she wants to share with the group. Once the first person has spoken, he or she throws the first ball to someone else who hasn’t yet had a ball. Then the person who has been thrown the second ball by the trainer speaks. And so on. In this way, each person who catches a ball has a little time to think about what he or she wants to

say. Furthermore, the reflection becomes more varied and achieves greater depth.

**FacilitationBalls and written reflection**

Following the learning project, the trainer asks the group to reflect on their experiences by preparing written answers to three questions. The three questions could be:

1. “How did I feel?”
2. “Who or what supported me?”
3. “What were key situations for me?”

Then the trainer throws the balls into the group as described above. In so doing, he or she chooses balls that could represent the written questions. In our example: 1. heart, 2. hand, and 3. key.

**C. AT THE END OF THE GROUP PROCESS**

Clothesline (material: clothesline of around 60-100 feet in length, clothes pegs, blank facilitation cards, 1 set of EmotionCards 1 and 2 per 15 participants)

At the end of a workshop or seminar, spread EmotionCards out on a table. The participants are asked to take one EmotionCard each and to write down the three most important learning experiences they had on the back of the card. The picture cards are then attached to the previously suspended clothesline using clothes pegs. Then the participants go around in pairs and look at the cards and what is written on them while reflecting on the question: “Which of the others’ learning experiences do I share and to what extent are mine different?” This results in a wonderful concluding “learning walk” that allows the learners to review all of the topics and themes they covered. Each participant may then take his or her own card home as a “memory anchor.”

**Fever curve**

(Material: 1 - 2 sets of ScenarioCards per 20 participants, flipchart and pens)

In small groups of 2-5, the participants are given the task of drawing a “fever curve” on how the entire workshop went. The peaks and troughs of the curve are to be labeled and a ScenarioCard attached. When the groups are finished, the

whole group goes from curve to curve together and present their experiences.

**Feedback gifts**

(Material: EmotionCards 1 & 2 per 15 participants)

The group is divided into 2 or 3 subgroups, who each prepare a “feedback gift” for the members of another group. The gift is an EmotionCard representing one of the strengths that the participants experienced in the other participant. The second card formulates a wish that the subgroup has for the future of each individual participant (development feedback).

**FacilitationBalls at the close of the day/ seminar**

(Material: FacilitationBalls e.g. set 1)

If you want more authentic and lively final rounds, I recommend the following approach:

*Variation 1:* At the end of the day/seminar, throw the balls into the group as described under “FacilitationBalls.” At the end, each participant should have had one ball and, hence, the opportunity to give feedback.

*Variation 2:* Once you have explained the meanings of the balls, pass them around the group in a basket. Get your participants to choose one or two balls that they would like to say something about.

Be creative and daring in trying out new forms of reflection. As facilitator, step outside your “reflection comfort zone” and leave safe bet routines behind you. For example, why not try reflecting on the reflection, almost like taking a meta-metaperspective? And how about if we facilitators were also to see ourselves as learners? Because, in reality, as the US trainer Christina Hall likes to say: “Learning is an ongoing process.”





EmotionCards, p. 38

## TRAINER'S CASE

**What should be in your trainer's case to make sure you are prepared for all reflection scenarios?**

- ✓ 100 blank facilitation cards
- ✓ Flipchart markers: 1 per participant
- ✓ 1 microphone or replica microphone
- ✓ 1 remote control or replica remote control
- ✓ 3 sets of METALOG® ScenarioCards (so that you are suitably equipped for groups of around 60 participants)
- ✓ 2 sets of METALOG® EmotionCards 1 & 2
- ✓ 1 clothesline of 65-100 feet in length
- ✓ 200 clothes pegs
- ✓ 1 set of METALOG® FacilitationBalls 1 & 2
- ✓ Rope of around 50-80 feet in length (depending on group size), e.g. in red from METALOG®

# Communic8

More than just dialog

👤 (min/opt/max) 8/16/16

🕒 (not including review) 20–40 minutes

📏 at least 100 sq ft (30 m<sup>2</sup>) and a table of at least 31.5 x 31.5 in (80 x 80 cm)



Video online



Trainer level



Group level

## THEMES & OUTCOMES

**COMMUNICATION TRAINING** - sender/receiver issues, active listening, metacommunication, persuasion, and many others **TEAMWORK** - developing a common vocabulary, agreeing on interfaces, feedback process, motivation **SYSTEMS THINKING** - self-organization **SOLVING CONFLICTS** - dealing with misunderstanding **FACILITATION TRAINING** - interim summaries, gaining the “big picture,” maintaining discipline in discussions **CUSTOMER ORIENTATION** - speaking the customer’s language, needs analysis, seeing the customer’s “map”

### Communic8

📦 16 magnetized plastic shapes, 1 wooden box with magnetic plate, 1 detailed instructions manual. Pack size: 20.1 x 18.5 x 2 in (51 x 47 x 5 cm). Weight: 11 lbs (5 kg).

**No. 1813**      **\$ 539,00\* / £ 404,25\* / EUR 449,17\***

*\*plus shipping and taxes, where applicable*

### Activity

“Making many of the facets of communication tangible!” That was the goal of our designers when developing this learning scenario. Listening, moderating, adapting to others, developing a common vocabulary whilst having fun.

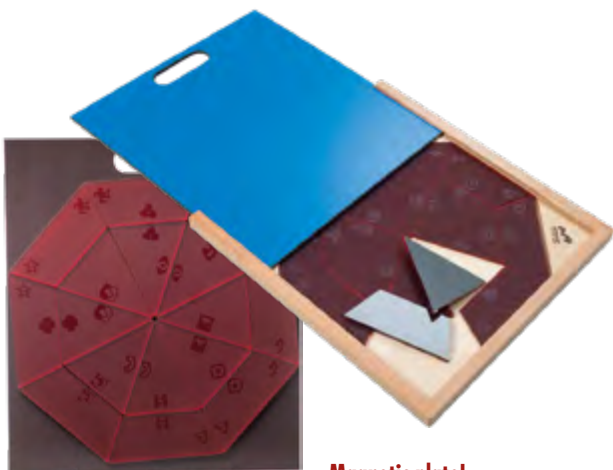
### How it's done

The participants are given pieces of an octagonal shape. The outer edges of these pieces have a printed symbol on them. Each symbol has a matching counterpart on the outer edge of another piece, all together making up the complete shape. The goal is to put this eight-sided shape together and put it all down at once on the table with the printed side underneath. However,

the symbols on each person’s pieces must be kept hidden.

The key to solving this task is successful, targeted communication, describing the symbols with the appropriate words so that the matching counterpart can be found. But how successfully can the team describe their own take on reality, their own perspective?

The team must complete the challenge and then place the shape face down on the table. Have they been able to communicate successfully? With the aid of a metal plate, the trainer turns over the complete form and the group gets to see the result of their own “communication”.



**Magnetic plate!**

👤 (min/opt/max) 8/16/24  
 ⌚ (not including review) 30–45 minutes  
 📏 approx. 160–300 sq ft (50-100 m<sup>2</sup>),  
 4 tables in the corners, enough space for the market place  
 in the center. Alternatively, use different rooms.



▶ Video online
👑 Trainer level
●●○ Group level

**THEMES & OUTCOMES**

**COMMUNICATION TRAINING** - interpreting body language, creating trust, how mistrust develops **SALES TRAINING** - managing “relationship accounts,” relationship-focused interaction, sales culture, strategies and goals, short term vs. long term **NEGOTIATION TRAINING** - integrating objections, relationship and context levels, negotiating under pressure **TEAM TRAINING** - dealing with arrangements, delegation, meeting culture, appreciation, pursuing different goals, cooperation, cooperation within teams **CHANGE MANAGEMENT** - values, subcultures, dealing with information

**Activity**

How can trust in relationships between individuals or even groups be fostered? How can I manage my ‘relationship account’ with others? But, also, what happens to the feelings and attitude of the person I am talking to when lack of transparency and conflicts surface? HeartSelling generates direct feedback on how the behavior of the other person is experienced. That’s what makes it so valuable.

**How it’s done**

The group is divided into four teams. Each team’s goal is to exchange or to sell parts through intelligent and fair trading. Each team’s task is to create a complete shape from these parts. The teams come together for three trading phases and attempt to sell high and buy low. Between

**HeartSelling**

📦 32 laser-cut matt acrylic glass pieces, 12 printed wooden boxes, feedback forms, name cards, clips for name cards, 44 cash chips, info cards, 1 detailed instructions manual. Pack size: 15.4 x 14.6 x 5.1 in (39 x 37 x 13 cm). Weight: 9.9 lbs (4,5 kg). Shipped in a wooden case.

**No. 1803** **\$680,00\* / £ 510,00\* / EUR 565,67\***  
 \*plus shipping and taxes, where applicable

trading phases, they meet for team briefings to further develop their strategy and to agree concrete steps. As in a real market, more and more new information comes to light that influences events and needs to be responded to. At the end of the trading rounds, the teams give each other feedback. The question here is: “How did you experience the contact with the others?” The main point here is that this mutual feedback can either be debited from, or credited to, the total team result - just like a “relationship account.” So, with a trustworthy negotiating style, the team that was initially behind in points could end up coming first – constantly moving within the area of conflict between appreciation and profit, HeartSelling is an ingenious tool for anyone who wants to offer first class relationship management training.



## The METALOG® Method – BOOK

# TRANSFORM YOUR TRAINING.

“This book has given me a treasure trove of practical tips for my work as a trainer. Although I have extensive experience as a trainer, I am still really thankful for the new insights into a wide range of training concepts that this highly stimulating book provides. It replaces a lot of long-winded, inefficient training literature. It explains clearly how to reach participants, how to manage resistance and how to generate and sustain intrinsic motivation for learning. I recommend this book to anyone who is serious about delivering effective, sustainable skills training, and who wants to provide their learners with the space they need to develop.”

– Jo Bergfex, Trainer



### ABOUT THIS BOOK

Tobias Voss shows you how to turn games into **high-impact interventions** and how to enrich Experience-Oriented Learning methods with systemic thinking and the latest research into how the brain learns. This insightful book is a treasure trove for all lovers of real learning and a must-have for METALOG® training tools enthusiasts.

### CHAPTERS:

1. Interaction Activities as a Holistic Learning Concept
2. Interaction Activities in Practice
3. Training Tools in Context: Team Development
4. METALOG® Training Tools
5. Independent Tailoring

### Transform Your Training.

*The METALOG® Method*

By Tobias Voss  
132 pages, with illustrations

**No. 1544**    \$28,00\*/£21,00\*/EUR 23,33\*

\*plus shipping and taxes, where applicable

An independent trainer and coach since 1994, Tobias Voss developed the METALOG® training tools out of one simple desire: to have a dynamic, long-term impact on his clients' learning success.





## We are Train-the-Trainer experts.

With a wealth of experience spanning more than 20 years across a range of industries, we have been supporting trainers in enhancing the appeal and impact of their work since 1995. Whether you work as a team and leadership trainer, are involved in organizational development, focus on change management, or work with students and young people, we will help you develop the skills and tools to expand your repertoire of experiential activities while at the same time optimizing the methods you use for reflection and debriefing.

We operate worldwide and deliver all formats, from taster workshops to 12-day training courses:

- **1 to 3-day workshops focusing on METALOG® training tools**
- **2 to 12-day tailored in-house training courses on the METALOG® method**
- **Methodology workshops for trainers**

Email us to get a quote: [sales@metalogtools.com](mailto:sales@metalogtools.com)

## »» May 18: Join us in Washington, D.C.

### Join our "PLAYSHOP" on MAY 18, 2019

**Location:** Holiday Inn – Washington DC Central/White House, 1501 Rhode Island avenue NW  
Washington, DC 20005

**We will meet** up at 9 a.m. in order to kick off at 9:30 a.m. The workshop will end at 5:30 p.m. Two coffee breaks and lunch will be provided.

**Investment:** 99 \$  
To book just send an email to [sales@metalogtools.com](mailto:sales@metalogtools.com)

Our 1-day "playshop" will give you the chance to try out the highly-regarded METALOG® training tools and see first hand what the difference they can make to your courses. The workshop is led by our trainers, who are well known in the

experiential learning world for their passion and enthusiasm! This is a great opportunity to find out about their secrets for success, to network with other trainers and develop your own knowledge and understanding of experiential learning methods. You will also pick up reviewing techniques, reflect on getting the best out of exercises, and explore a host of themes such as change, leadership and team development, sales and communication.





Video online



Trainer level



Group level

## THEMES & OUTCOMES

**COMMUNICATION TRAINING** - illustrating the issue of sender and receiver, experiencing message ambiguity, active listening, everyone communicating through his/her individual model of the world  
**FACILITATION** - bundling information, communication  
**CUSTOMER ORIENTATION** - speaking the customer's language, accessing the customer's "map"  
**TEAM TRAINING** - speaking a common "language," cooperation, working towards a higher goal  
**REACTIVATING** - seminar warm-up, post lunch



RealityCheck 1

RealityCheck 2

### RealityCheck

📦 16 large-format picture cards, 1 detailed instructions manual. Pack size: 12.2 x 14 x 1.2 in (31 x 35,5 x 3 cm).  
 Weight incl. box.: 2.2 lbs (1 kg); two-pack: 4.4 lbs (2 kg).

### RealityCheck 1

**No. 1508** \$99,00\*/£47,250\*/EUR 82,50\*

### RealityCheck 2

**No. 1529** \$99,00\*/£47,250\*/EUR 82,50\*

### RealityCheck double pack 1 + 2

**No. 1542** \$190,00\*/£142,50\*/EUR 158,33\*

\*plus shipping and taxes, where applicable



**NEW:**  
improved quality,  
robust and  
water-resistant  
material



New images in RealityCheck 2.  
Both boxes together complete the perfect circle.



## Complete the circle!

*RealityCheck can now accommodate up to 32 participants. Just combine RealityCheck 1 and 2.*

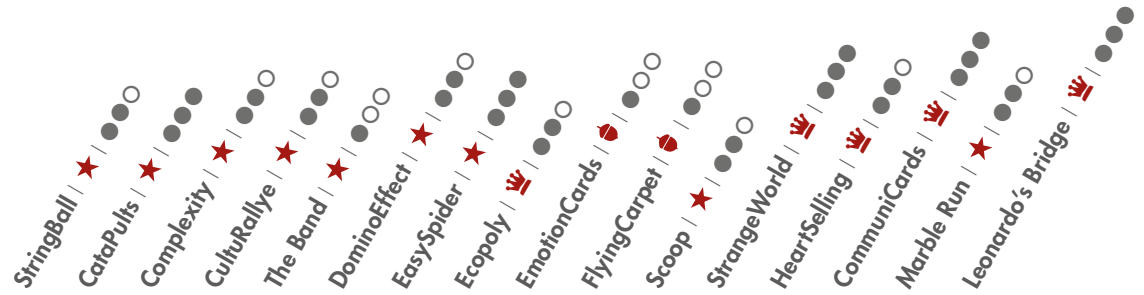
*The new RealityCheck 2 offers a fascinating continuation of RealityCheck 1. If you have already worked with RealityCheck 1 with your group, RealityCheck 2 is a new challenge for them, as the level of difficulty is slightly higher.*

### Activity

Fascinated by graphic design, Tobias Voss joined forces with Carlito B. Arellano to create this learning activity in the Graphic Art style. In order to be successful as a group, you need to get across your way of seeing things, to listen and to coordinate. A multilayered, fascinating story emerges, a roller coaster ride through realities. This intelligent learning project is ideally suited to starting a group process or as an energizer for any occasion.

### How it's done

Each of the participants is given one of the round large-format picture cards that, together, form a coherent picture story. They are not allowed to show their card to the others. By describing their scene, the participants discover the correct order of the pictures. At the end, all of the pictures are placed simultaneously on the floor. The group can then enjoy the visual "wow effect".



	StringBall	CataPults	Complexity	CultuRallye	The Band	DominoEffect	EasySpider	Ecopoly	EmotionCards	FlyingCarpet	Scoop	StrangeWorld	HeartSelling	CommuniCards	Marble Run	Leonardo's Bridge
<b>Agile Transformation</b>	✓			✓	✓				✓			✓		✓	✓	
<b>Team</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Change</b>	✓	✓		✓	✓	✓			✓			✓	✓	✓		
<b>Leadership</b>	✓	✓	✓			✓	✓	✓	✓					✓	✓	✓
<b>Communication</b>	✓	✓	✓	✓		✓		✓	✓			✓	✓	✓	✓	✓
<b>Reflection Tool</b>					✓				✓							
<b>Energizer/ Icebreaker</b>	✓				✓				✓	✓	✓					
<b>Project Management</b>	✓	✓				✓	✓		✓					✓	✓	✓
<b>Strategic Planning</b>	✓	✓	✓			✓	✓							✓	✓	✓
<b>Creative Problem Solving</b>		✓	✓			✓		✓		✓				✓	✓	✓
<b>Negotiating</b>								✓					✓		✓	
<b>Customer Focus/Sales</b>	✓												✓	✓		
<b>Coaching Tool</b>									✓							
<b>Organizational Development</b>	✓		✓	✓		✓		✓	✓			✓				✓
<b>Performance + Process Optimization</b>	✓	✓	✓			✓	✓	✓	✓	✓						
<b>Integration/Diversity</b>				✓								✓			✓	✓
<b>Trust</b>	✓				✓		✓	✓				✓				

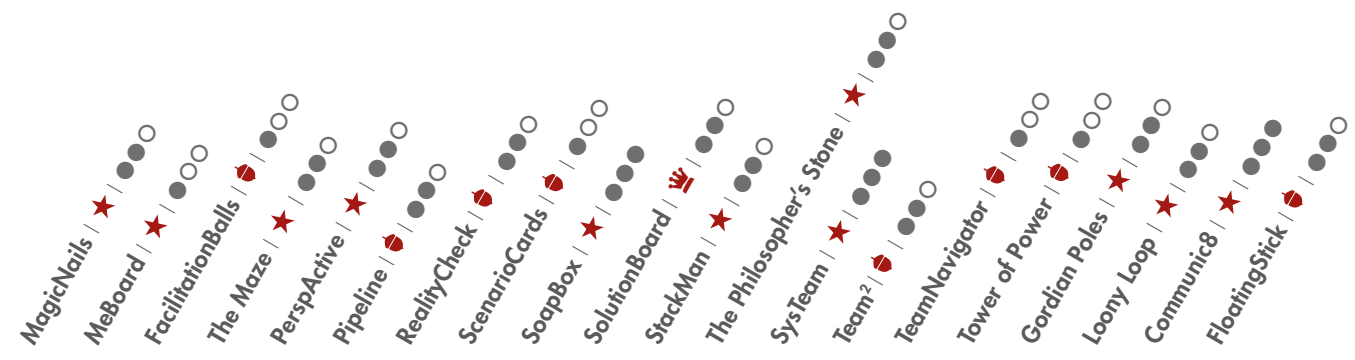
## Tool-O-Mat

The Tool-O-Mat and the ToolProfile assist you in selecting the right METALOG® training tools to match the group and the topic. Of course, depending on group composition, context or situation, the group process can be experienced

differently than specified in the ToolProfile. In addition, our extensive experience with interaction activities has shown that almost any tool can be staged and used in any context. The only limit is the trainer's creativity and skill at setting up the learning

project. As a result, working with tools should be viewed more like playing a musical instrument. The more experience you have with playing an instrument, the more flexibly you can improvise.





	✓		✓	✓	✓	✓	✓					✓		✓			✓	
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	✓		✓		✓		✓		✓									✓
							✓					✓						

**ToolProfile**

Trainer skill level

Fan  
 Practitioner  
 Professional

Practical experience of Experience-Oriented Learning (EOL) projects:

- Introducing and staging
- Intervention during the Performance stage
- Reflection skill

Group experience level

●○○ Low  
 ●●○ Medium  
 ●●● Challenging

The group's level of experience includes

- Use of communicative skills,
- Use of creative problem-solving strategies,
- Coping with time pressure, etc.!

# StackMan

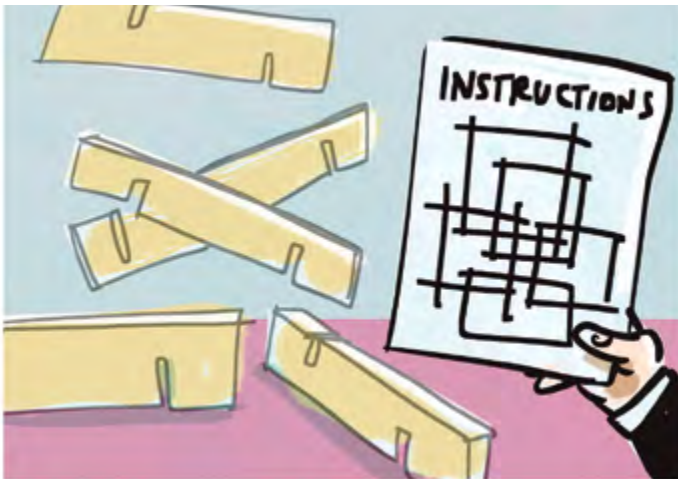
Coordination for Performance

👤 (min/opt/max) 5/15/15  
 ⌚ (not including review) 30–45 minutes  
 ↪️ needed 16 x 16 ft (5 x 5 m)



## THEMES & OUTCOMES

**TEAM COOPERATION** - reaching and modifying agreements, working towards a common goal, team communication  
**MANAGING CHANGE PROCESSES** - collecting and integrating ideas for optimization, CIP (continual improvement process), progressive development of new procedures  
**LEADERSHIP** - effective and target-focused facilitation, motivating, maintaining the overview, steering optimization processes



1. Setup as instructed, then disassembling



2. First attempt to assemble without instructions



3. Optimization of procedure, roles, timing, process



4. Performance



Video online



Trainer level



Group level

### StackMan

15 wooden variously cut elements, 1 visual construction guide, 1 detailed instructions manual. Pack size: 46.5 x 6.3 x 6.7 in (118 x 16 x 17 cm). Weight: 14.3 lbs (6 kg) incl. bag. Supplied in a transportation bag.

**No. 1504**    \$265,00\*/£198,75\*/EUR 220,83\*

*\*plus shipping and taxes, where applicable*

### Activity

StackMan is an excellent tool for anyone intending to explore coordination of procedures and structural change. It is also useful for illustrating topics such as team co-operation, leadership and change management.

### How it's done

The aim is to construct a StackMan from 15 elements in the shortest time possible. When the team members first start to put it together,

they have a visual guide to help them. Once they have assembled it, however, the first version is taken apart and the team has to rebuild the construction as quickly as possible—but this time without the guide. The group can only succeed by optimizing communication and by ensuring that all team members coordinate effectively with each other. In fact, the most well-coordinated teams manage to build the StackMan in less than 20 seconds!



# DominoEffect

The domino event

👤 (min/opt/max) 5/15/35 using 1 set

🕒 (not including review) 45–60 minutes

📏 Seminar room or outdoor setting with at least 80 sq ft (25 m<sup>2</sup>), optimum is 160–320 sq ft (50-100m<sup>2</sup>)



Trainer level



Group level

## THEMES & OUTCOMES

**WORKING IN TEAMS** - jointly developing creative solutions, communication interchange, using team rituals **PROJECT MANAGEMENT** - making synergy effects tangible, coordination of sub-teams, lines of communication in projects **ORGANIZATIONAL DEVELOPMENT** - working with CIP (Continual Improvement Process), working with limited resources **LEADERSHIP TRAINING** - coordination of sub-teams, management of a larger system

### DominoEffect

Contents of basic set for up to 35 participants: 750 dominos in 5 colors (white, black, blue, green, red) and in 5 separate soft bags, 1 detailed instructions manual. Pack size: 21.7 x 11.2 x 12.6 in (55 x 28,5 x 32 cm). Weight: 22.1 lbs (10 kg). Shipped in a transport bag.

**No. 1810**      **\$ 460,00\*/£ 345,00\*/EUR 383,33\***

\*plus shipping and taxes, where applicable



### Activity

You can almost feel the tension and the enthusiasm as the participants delicately lay the dominos! With only a limited amount of time available they have to create a domino cascade. Just as in any project, different teams work on sections of the cascade pattern. In the process, countless challenges are to be met and specific requirements fulfilled. Will the group manage to place the dominos in such a way that at least 75% of them fall over when the cascade is started?

### How it's done

After permission to start is given, the group begin to work feverishly. Coordinated by "facilitators," they concentrate on developing solutions for the various construction challenges. Again and again you hear: "Oh no, not again" when someone accidentally knocks over a domino and, in a split second, demolishes a part of the painstakingly constructed domino line. Only the built-in "Emergency Stop" – two of the dominos removed from the chain – interrupts the premature chain reaction. Finally everything is ready, the interfaces and crossovers between the various sections are checked. Everything is ready for the release of the chain reaction. At least three quarters of the dominos must fall. To achieve this, the teams have to develop a feeling for the correct distance between the dominos and, in various test phases, to get to grips with the operational reliability of the twists and turns, crossover points, height differences, and other challenges. The "facilitators" ensure a smooth flow of communication between the sub-teams and encourage the teams to support and motivate each other.

👤 (min/opt/max) 6/16/30  
⌚ (not including review) 10–25 minutes  
📏 min. 32 x 26 ft (10 x 8 m) at full length



Video online    Trainer level    Group level

## THEMES & OUTCOMES

**TEAM BUILDING** - intercommunication, taking on responsibility, cooperation, dealing with stressful situations, giving feedback, focusing on targets  
**LEADERSHIP TRAINING** - communicating effectively, giving information, facilitating  
**ORGANIZATIONAL DEVELOPMENT** - optimizing processes, continual improvement process  
**ENERGIZER** - in the morning, post lunch

### Activity

It often takes a lot of people to get a task done. Every experienced team worker knows that it is essential to hand a task over in the proper manner. Pipeline is an exciting learning project full of action for your participants. It is also an excellent metaphor for the communication flow and transfer processes within organizations.

### How it's done

The ball symbolizes a project that the group members have to work together on. The group's task is to transport the ball over a certain distance from one point to another without actually touching it. The only way to move the ball is to use the Pipeline - a system of halved plastic pipes - according to previously agreed rules. How will they manage to get the project done?

For this fast and exciting activity, coordination and cooperation within the group are the keys to success.

### Pipeline

📦 6 halved pipes made of robust, semi-transparent matt plastic, 2 wooden balls, 1 detailed instructions manual. Pack size: 28 x 4.3 x 4.1 in (71 x 11 x 10,5 cm). Weight: 4.4 lbs (2 kg) incl. bag. Supplied in a transport bag.

**No. 1530**      **\$ 185,00\* / £ 138,75\* / EUR 154,17\***

*\*plus shipping and taxes, where applicable*



# EmotionCards

Show how you feel



Video online



Trainer level



Group level

## EmotionCards

50 photo cards size: 8.3 x 5.7 in (21 x 14,5 cm),  
1 detailed instructions manual. Supplied in a fabric bag.

### EmotionCards 1

**No. 1806** \$75,00\*/£56,25\*/EUR 62,50\*

### EmotionCards 2

**No. 1808** \$75,00\*/£56,25\*/EUR 62,50\*

### Double-pack 1+2

**No. 1809** \$139,00\*/£104,25\*/EUR 115,83\*

\*plus shipping and taxes, where applicable



## Activity

Our EmotionCards are small, solid, multi purpose photographic works of art. Anyone looking at them makes their own instant associations. Personal experience and feelings can easily be put into words because they can be visualized. The cards can be used both for one-on-one work as well as in larger groups.

## How it's done

**Debriefing of learning projects:** The EmotionCards are spread out on a table. Directly after finishing a learning project, you ask the participants to each take an EmotionCard that answers, for example, the following questions: "Which picture reflects a state you were in during the learning project?" or "What was helpful during the learning project? Which picture best reflects this?" In the next step, each participant presents his or her EmotionCard to the group. In this way, you involve all participants in the debriefing process. Even reserved and shy participants are easily integrated into the discussion. The EmotionCards make different perspectives and experiences accessible to all.

## Some more suggestions for how to use the EmotionCards

**Familiarization:** at the start of the seminar, you help participants get to know each other in a creative way. Ask the participants to pick out one of the EmotionCards: "Choose a picture that says something personal about you!" The participants then introduce themselves using the photos.

**Eliciting expectations:** with the EmotionCards you can draw out your participants' expectations of your seminar. The participants select one of the EmotionCards that they feel answers the question: "Which picture represents where you want to be at the end of the seminar?" Go around the group and have the participants present their cards.

**Feedback:** you can use the EmotionCards for feedback at the end of your seminar.

**Suggested questions:** "What was one of the most important outcomes for you, and which picture represents this outcome?" or "What have you decided will be your next step? What are you going to put into practice in your daily life? Choose the picture that most represents this." With the help of the chosen EmotionCard, each participant gives his or her feedback. Other suggestions for using the EmotionCards can be found in the instructions.



▶ Video online    ★ Trainer level    ●●○ Group level

## THEMES & OUTCOMES

**TEAM BUILDING** - cooperating, communicating, focusing on goals, facilitating, identifying interdependencies in systems  
**SELF-ORGANIZATION** - concentrating, focusing  
**ENERGIZER** - seminar start, post lunch

### Activity

In daily life, teams are often faced with situations where a solution can only be found if they all literally “pull together.” Use Scoop to vividly illustrate just how important cooperation and facilitation are when it comes to working together as a real team.

### How it's done

The group's task is to lift a ball from the ground using a shovel-like tube, then transport it to a designated spot (such as a bucket), where it is then deposited. All participants take hold of one (or more, depending on group size) of the ropes attached to the device, forming a circle in the process. They then jointly manoeuvre Scoop towards their goal. There are various tried and trusted versions of this activity that you can use with your group:

**Remote Control:** The group is split into a team of managers and a team of workers. The managers are responsible for coordinating the project, but are not allowed to touch the ropes. To master this challenge, they need to develop an effective and transparent communication style as well as be focused on achieving targets.

**Activation:** The exercise is carried out by the entire group, focusing on team issues.

**Self-Organization:** Without explicitly defining a team of managers, the group needs to solve the task by organizing itself efficiently. The challenge here is to identify and assign the various roles needed to get the job done within the team.

### Scoop

📦 1 Scoop with 16 robust strings (8.2 ft x 0.1 in/2,50 m x 3 mm), detachable, 3 balls, 1 detailed instructions manual. Pack size: 12.2 x 8.7 x 5.9 in (31 x 22 x 15 cm). Weight: 2.2 lbs (1 kg). Supplied in a soft case.

**No. 1500**      **\$138,00\*/£103,50\*/EUR 115,00\***

*\*plus shipping and taxes, where applicable*



# SoapBox

One product – many uses

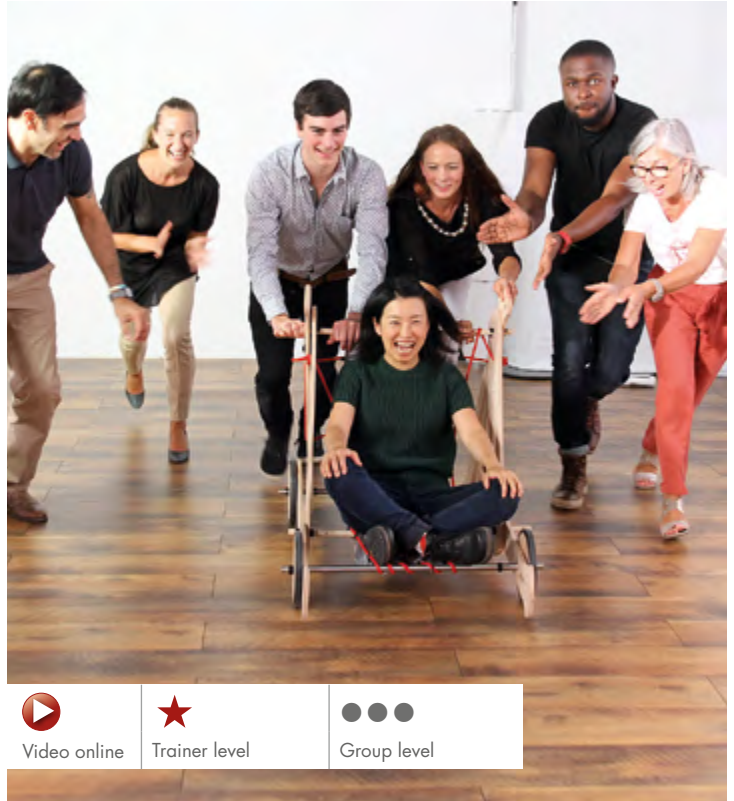
👤 (min/opt/max) basic set: 6/15/30; can be extended: max. 60

🕒 (not including review) 60–120 minutes

👉 1 large room with at least 260 sq ft (80 m<sup>2</sup>) divided into several working areas, or a number of small rooms

## THEMES & OUTCOMES

**WORKING IN A TEAM** - developing creative solutions together, cooperation between departments, effective communication **COMMUNICATION** - using precise language, active listening, meeting culture **DEALING WITH CHANGE** - flexible reaction to new conditions, job rotation, understanding change as an opportunity for optimization **LEADERSHIP** - motivating, maintaining the overview, abiding by agreements **INTERCULTURAL COMMUNICATION** - communication between several cultures and value systems, communication between company sites in different countries **PROJECT MANAGEMENT** - planning and execution of a project, milestones, dealing with time pressure, sharing information, division of roles, dealing with complexity **CREATIVITY TRAINING** - utilizing creativity strategies such as the Disney Model **QUALITY MANAGEMENT** - planning, setting and evaluating quality criteria **MARKETING** - customizing a marketing concept, effect of brand and claim, word-image-product dialogue



Video online



Trainer level



Group level

### Activity

A number of teams, working in separate areas, are each given the task of constructing a vehicle and developing a marketing concept for it. At the end, their “soapboxes” are presented in a test drive and are put through a vehicle inspection to test them for safety. A versatile tool that puts the fun back into learning.

### How it's done

Each team is given the task of constructing a vehicle complete with brakes and steering system. Each soapbox vehicle should be capable

of transporting one person and will be powered by up to two HP (Human Power). The vehicle will also need a logo and a slogan to go with it. One major sticking point in the task: the vehicles should be as similar in construction as possible, but differently equipped. During the development phase, the leaders of the construction teams meet in a separate area to talk everything through in detail. In the “Change” variant, the teams work for a specific length of time on their vehicle and are then redeployed to continue working on another team’s vehicle. The learning project culminates in the vehicle inspection followed by a soapbox vehicle parade.

### SoapBox BasicSet

Contents: 3 construction sets each for 1 vehicle for working in three teams, 1 detailed instructions manual. Pack size: 43.3 x 10.2 x 10.2 in (59 x 28 x 40 cm). Weight: approximately 78.3 lbs (35,5 kg). Delivered in fabric bags.

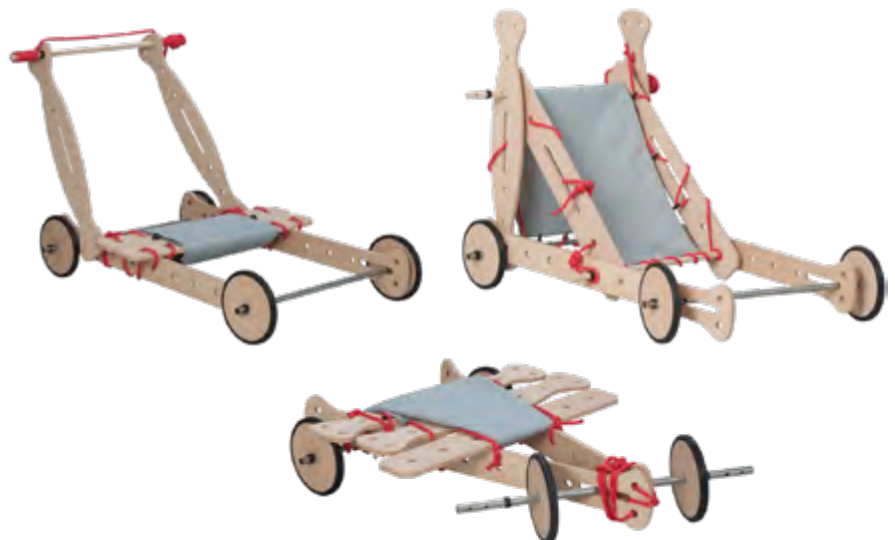
**No. 1536**      **\$1520,00\*/£1140,00\*/EUR 1266,67\***

### SoapBox ExtensionSet

Contents: 1 construction set for 1 additional vehicle. Pack size: 43.3 x 10.2 x 10.2 in (63 x 11 x 45 cm). Weight: approximately 26.5 lbs (12 kg). Delivered in a fabric bag.

**No. 1537**      **\$530,00\*/£399,75\*/EUR 444,17\***

\*plus shipping and taxes, where applicable







## THEMES & OUTCOMES

**SELF-ORGANIZATION** - coping with time pressure, developing solution strategies

**TEAM DEVELOPMENT** - how does a team organize itself without direct contact with management? How does it deal with time, quality control and feedback? **LEADERSHIP TRAINING** - recognizing dependencies in systems, the interplay of managing groups and operative groups, giving feedback, identifying various management styles

### Activity

Dealing effectively with time and performance pressure is a challenge that managers and their teams frequently face in their daily lives. How can teams organize themselves and how can management provide the best support possible?

### How it's done

The delivery team is given a few cryptic clues about the task they are to solve: they are to "click" on 30 "websites" on the "Internet" within a very short space of time. The management team cannot provide direct support because the entire action takes place at another location. Only by skillfully motivating the delivery team will they succeed in developing the appropriate course of action. And the more they try to solve the problem, the greater the performance pressure becomes. Will the delivery team manage to solve this task, a task of immense importance to the company? They only have one more attempt ...

### Complexity

Contents: 30 plastic cards made of acrylic glass, 3.2 x 3.2 in (8 x 8 cm), 0.3 in (8 mm) thick with numbers printed in red, 1 stopwatch, 50 ft (15 m) rope (0.3 in thick). 1 transportation container, facilitator manuals. Pack size: 14.2 x 10.2 x 5.5 in (36 x 26 x 14 cm). Weight: 9.9 lbs (4,5 kg). Shipped in a wooden case.

**No. 1538**      **\$349,00\*/£261,75\*/EUR 290,83\***

*\*plus shipping and taxes, where applicable*



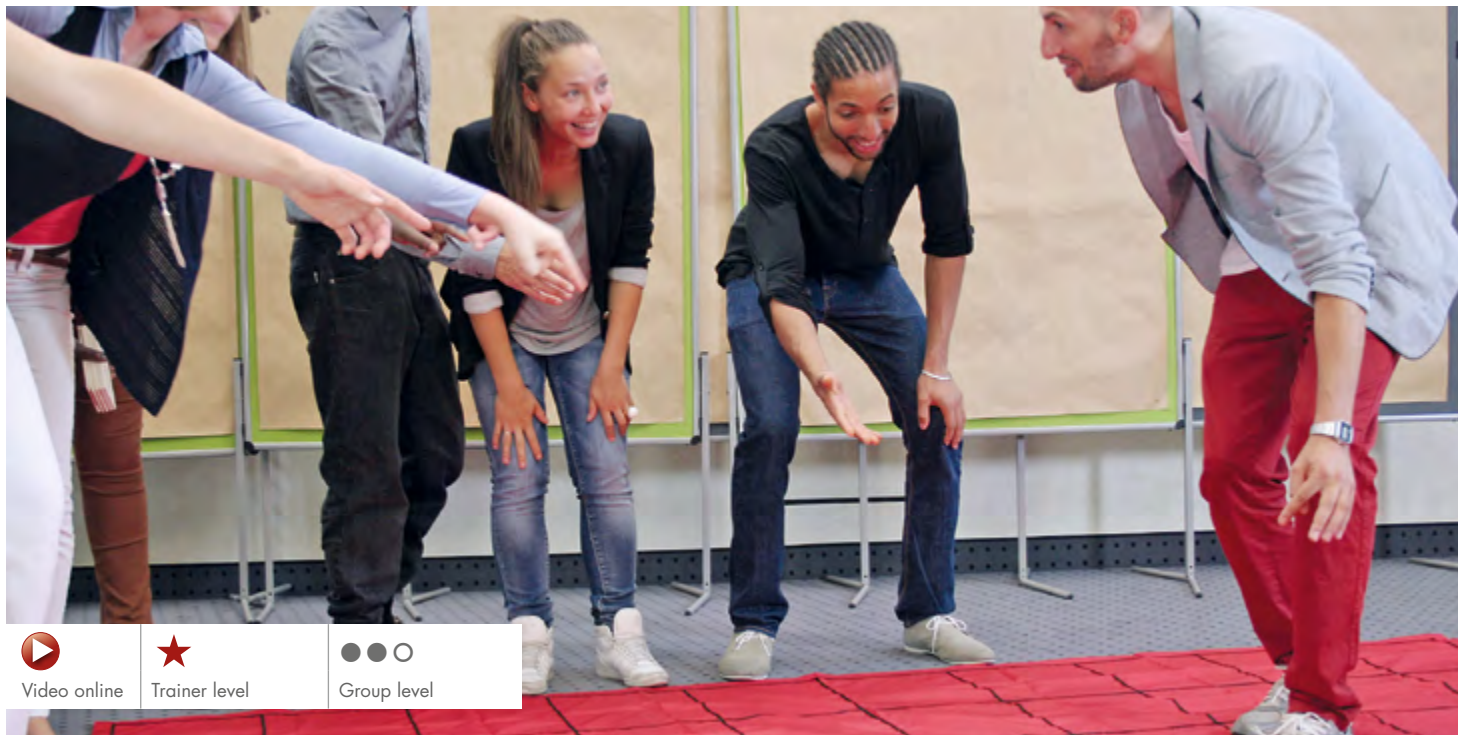
# The Maze

Getting on track

👤 (min/opt/max) 6/12/18

🕒 (not including review) 20–40 minutes

📏 16 x 20 ft (5 x 6 m)



Video online



Trainer level



Group level

## THEMES & OUTCOMES

**TEAM DEVELOPMENT** - interacting, feedback, creating a learning system, integration of weaker members, accepting mistakes

**COMMUNICATION TRAINING** - awareness of body language, sender/receiver issues **LEADERSHIP TRAINING** - recognizing needs, cooperating, dealing with stress and complex situations **ORGANIZATIONAL DEVELOPMENT** - prompt feedback as criteria for learning and development

### The Maze

📦 1 x washable cloth, whistles, wooden currency, 1 script board, 1 detailed instructions manual. Pack size: 15.4 x 14.6 x 5.1 in (39 x 37 x 13 cm). Weight: 7.7 lbs (3,5 kg) incl. transport bag.

**No. 1805**    **\$ 349,00\* / £261,75\* / EUR 290,83\***

\*plus shipping and taxes, where applicable

### Activity

“All learning is based on feedback”—John Sterman, Professor for System Dynamics at MIT. Being able to experience this phenomenon was what moved us to include this learning project in our range. Your team tangibly experiences the process of becoming a “learning system”: the team achieves excellence through developing skills together and through constant feedback about the status quo.

### How it's done

With a budget of ten \$1,000 tokens, the group has the task of finding the hidden path across the field. After a short planning period, the group attempts the activity in silence. But there are traps and stumbling blocks along the way. If someone steps on the wrong square, the trainer gives a signal. Such unavoidable errors are not sanctioned. But, if the group repeats the same mistake again, the trainer gives the signal again and the group has to pay \$1,000. Through mutual

support and collaborative learning, the group manages to develop a strategy and use up as little money as possible so that, at the end, all participants can cross the field. The teams need to compensate for the weaknesses of individual members and silently develop a joint approach.

**The Flip:** The Maze is also perfect for the learning project “The Flip.” The whole group stands on the cloth. The task is to turn the cloth over without stepping off it. With strategy and planning, even this challenge can be mastered!

**Learning names:** a different way to learn names. 2 groups are formed who “hide” themselves either side of The Maze, which is being held by 2 other people. Each group silently nominates a person to stand directly in front of the cloth. On a coordinated signal, the cloth is then dropped. The first to name the person from the opposite group wins the round. The “loser” must go over to the winning group. The aim is to get all people from each group over to the other group, i.e. to switch sides.





**For use as a Coaching tool – new Dimensions of asking**

Every trainer, coach, and manager knows that there is an art to asking the right questions! They focus attention and “magnify” the topic of the question. The FacilitationBalls act as “language you can touch”.

**For use as a Feedback Instrument**

The periods immediately following the end of a learning project are important occasions for the participants and the trainer to reflected upon feelings and draw conclusions. The review gathers momentum ... but only when it is steered in the right direction. The FacilitationBalls provide invaluable support to help you structure this review. You simply throw a

few balls around the group and whoever gets one of the FacilitationBalls says something about their experiences, based on the type of ball they receive. Then this person throws the ball to someone else and another person with a different ball is next to speak. In this way, the review really picks up pace. The FacilitationBalls are also very effective when used at the end of a workshop for an authentic and lively closing round. The balls are thrown around the group according to a specific system and each participant has the opportunity to say something of importance to him/her. You can of course give your FacilitationBalls the meanings that you consider appropriate. Here are a few examples:

**Facilitationballs 1**

- Key:** “A key insight for me was ...”
- Heart:** “I experienced/felt ...”
- Open hand:** “I was supported by .../What helped me was ...”
- Fist, thumb up:** “I particularly liked ...”
- Foot:** “My next concrete steps will be ...”
- Camera:** “The new perspectives for me are ...”
- Brain:** “I have learned/understood that ...”

**Facilitationballs 2**

- Light bulb:** “The following idea was important to me ...”
- Puzzle piece:** “Another piece of the puzzle has fitted into place ...”

- Crown:** “A ‘crowning’ moment for me was ...”
- Tool:** “A tool I will take with me is ...”
- Hot air balloon:** “From a great height, I can see ...”
- World:** “In the ‘real’ world, this means to me that ...”
- Magic lamp:** “I would really like the group/the trainer to ...”

**FacilitationBalls 1**

7 soft foam shapes, 1 fabric bag, 1 detailed instructions manual. Pack size: 9.1 x 5.9 x 4.3 in (21 x 19 x 10 cm). Weight: 1.1 lbs (0,2 kg).

**No. 1807** \$65,00\*/£48,75\*  
EUR 57,17\*

**FacilitationBalls 2**

7 soft foam shapes, 1 fabric bag, 1 detailed instructions manual. Pack size: 9.1 x 5.9 x 4.3 in (21 x 19 x 10 cm). Weight: 1.1 lb (0,2 kg).

**No. 1811** \$65,00\*/£48,75\*  
EUR 57,17\*

**Double pack 1 + 2**

**No. 1812** \$120,00\*/£90,00\*  
EUR 100,00\*

*\*plus shipping and taxes, where applicable*





Trainer level



Group level

**THEMES & OUTCOMES**

**DEVELOPING A WIN-WIN STRATEGY** - negotiating, transcending departmental boundaries, thinking in a broader context  
**EFFECTIVENESS OF AGREEMENTS** - transparency, abiding by agreements **DEALING WITH RESOURCES** - how much can individual participants take out of the “mutual pot”? Who decides on how resources are extracted?  
**DEALING WITH TARGETS** - long-term vs. short-term targets, sustainability of targets **WORKING WITH VALUES** - what values are important to us? Altruism vs. egotism  
**ECOLOGY AND SYSTEMIC THINKING** - “We are all in the same boat”

**Ecopoly**

📦 3 cargo transporters, 200 wooden “gas bottles” in fabric bags, 1 detailed instructions manual. Pack size: 15.4 x 14.6 x 5.1 in (39 x 37 x 13 cm). Weight: 8.8 lbs (4 kg) incl. wooden case. Shipped in a wooden case.

**No. 1503**      **\$ 365,00\*/£ 273,75\*/EUR 304,17\***

*\*plus shipping and taxes where applicable*

**Activity**

Three teams compete for a commodity that is in limited supply and on which they all depend. As they are at first practically unable to communicate with each other, greed and departmentalized thinking prevail. The result: everyone fails. Only at a later stage does it become clear how the best way of dealing with limited resources can be achieved. A real eye-opener for the issues of “win-win” and “moderation.”

**How it's done**

The Ecos inhabit a number of planets in a solar system far, far away. These planets orbit a mother planet that supplies them with the gas Ecopozone, which occurs naturally there and is of vital

importance to their existence. Once a month cargo transporters fly from the planets to the mother planet to extract the self-regenerating gas.

Each planet aims to maximize its stocks of Ecopozone. However, in so doing, the Ecos on the different planets run the risk of taking too big a “slice of the cake,” with the merciless consequence of their own downfall ...

Only in the second round are the subgroups on the different planets allowed to negotiate with each other. Then it suddenly becomes clear what can be achieved through coming to arrangements and reaching clear agreements. Only win-win strategies (in which all sides benefit) will assure the survival of all.



🕒 (min/opt/max) 6/12/18; with extension set: max. 24  
 ⌚ (not including review) 20–60 minutes  
 🏠 1 large room of at least 260 ft (80 m²)

**THEMES & OUTCOMES**

**WORKING IN TEAMS** - developing creative solutions together, inter-departmental cooperation, effective communication  
**PROJECT MANAGEMENT** - planning and performing projects, milestones, dealing with time pressure, knowledge transfer, creativity, communicating between project phases, assigning roles, dealing with complexity  
**COMMUNICATION** - precise use of language, active listening, meeting culture  
**COOPERATING IN TEAMS** - reaching and changing agreements, working towards a common goal, team communication  
**PROCESS OPTIMIZATION, STRUCTURING CHANGE PROCESSES** - collating and integrating optimization ideas, CIP (Continuous Improvement Process), Six Sigma, incremental development of new procedures  
**QUALITY MANAGEMENT** - planning, defining and assessing quality criteria  
**LEADERSHIP** - effective and targeted facilitation, motivation, maintaining the big picture, controlling optimization processes  
**DEALING WITH CHANGE** - reacting flexibly to new circumstances, job rotation, recognizing change as an opportunity for optimization

**Activity**

Three teams each construct a CataPult, a device that projects balls at a wide range of angles and trajectories over a maximum range of up to thirty feet. This multifaceted tool can be used in a broad range of areas and is particularly suitable for optimizing performance in organizations, improving cooperation, or also within the broader context of CIP/Lean/Six Sigma. When it comes to training and coaching organizations and teams, CataPults is the new Tool that hits the target every time.

**How it's done**

**Cooperation:** the three teams position themselves in the room in a triangular form so that each team can fire their balls at each other. Each team constructs a receptacle (such as from flip chart paper) to catch balls fired their way. They get a specific number of points for each ball that reaches the target. However, the catching team also gets points. This version is best suited for teams and organizations where balance and cooperation within systems play an important role.

**CIP/Lean/Six Sigma:** the countless variables on the CataPult influence the quality of each projected ball as well as the distance it travels. These variables need to be analyzed in order to make sure each individual shot is correct and replicable. An irreplaceable tool for optimizing CIP such as in the context of Six Sigma trainings.

**Scrambled eggs:** when you want to offer your teams something a little out of the ordinary, get them to construct a catching receptacle for eggs out of flip chart paper. The aim: each egg is to be caught unbroken. But first they must optimize the CataPult's settings with the aid of test shots. Then it's time to fire the first egg ... This is the version with outdoor event character.



**CataPults Basic Set**

📦 3 construction sets for a total of 3 CataPults for work in 3 sub-groups, 3 x 12 light-weight balls in bags, 1 detailed instructions manual. Pack size: 23.2 x 15.4 x 16.1 in (59 x 39 x 41 cm). Weight: 34.17 lbs (15,5 kg). Supplied in 3 fabric bags.

**No. 1554** \$ 955,00\*/£716,25\*/EUR 795,83\*

**CataPults Extension Set**

📦 1 construction set for 1 additional CataPult, 12 light-weight balls in bags, 1 detailed instructions manual. Pack size: 24.8 x 18.1 x 4.7 in (63 x 46 x 12 cm). Weight: 12.1 lbs (5,5 kg). Supplied in a fabric bag.

**No. 1555** \$ 320,00\*/£240,00\*/EUR 266,67\*

*\*plus shipping and taxes where applicable*



# TRAIN THE TRAINER

## Certified METALOG® Trainer in Experience-oriented Learning Methods



Like you, we believe learning is most effective when it is fun, dynamic, and highly engaging. We understand that insight and real change is best achieved through personal experience, emotion, and movement. Most importantly, our ultimate goal is to effect real change in attitudes and behaviors and have a lasting impact on our learners.

At some point, every good trainer asks: "How can I have an even greater impact on my learners?" We at METALOG® have long understood that words, theories, and explanations only have a limited reach, that learning is most successful and sustainable when it is experienced with all the senses and not simply taught, and that the true skill is how to best utilize the potential this opens up, regardless of the exercises and tools we use. From this standpoint, underpinned by the latest scientific understanding in how the brain learns, we developed the METALOG® Method and the Experience-Oriented Learning approach. We have distilled the extensive knowledge and insights that this approach offers into the 2 modules of 5 days of our "Certified METALOG® Trainer in Experience-Oriented Learning Methods" program.

### Who this program is for

This program is for trainers, coaches, facilitators, consultants, L&D experts, training institutes, change managers, teachers, psychologists, therapists, and anyone who wants to have a profound impact on their participants' learning success.

*METALOG? A metalog is a special form of dialog. The focus is on the dialog itself, but viewed from a meta-perspective. In essence, it is a dialog about a dialog. It enables learners to truly comprehend that communication emerges from the various different perspectives.*

### The METALOG Method

The METALOG® Method draws on the latest science of how the brain learns to deliver a multifaceted toolbox of methods, approaches, skills, and insights to enhance the impact of your work as

trainer. It enables you to harness the power of perspective to effect real change in your learners. You experience first-hand how to tailor and fine tune the stages of your training, tapping the power of movement and emotion to achieve deep learning. The program provides plenty of opportunity to experience the concepts in action, and above all to experiment yourself. You work with METALOG® training tools as well as explore new approaches to familiar tools to get the most out of your training. Targeted supervision and peer feedback throughout the program help you deepen your mastery as a trainer.

### Module 1 (5 days): The high-impact trainer

In this module, you explore the fundamental principles of the METALOG® method and discover how to tap into and enhance the power of EOL. You learn how to set up and customize your training programs for the greatest impact. You perform learning projects, integrate your own case studies, and receive valuable feedback to help you grow as a trainer. Some of the topics you will cover:

- The multi-perspective approach to communication
- From "game" to "learning project": the art of the interaction metaphor
- The art of tailoring and drawing parallels to your learners' lives

## Experience-Oriented Learning Methods

5 days

### Module 1

The high-impact  
Trainer

5 days

### Module 2

Driving the  
learning process

Certified METALOG® Trainer in  
Experience-Oriented Learning (EOL) Methods

- Staging, performing, assigning meaning: the 3 steps in the learning project
- Creating sustainability: the 3-phase transition process
- Solution-focused interventions and reflection as learning accelerators
- Highly flexible deployment of the tools: the polycontextual approach

#### Module 2 (5 days): Driving the learning process

In Module 2, you delve deeper into the principles and techniques to help you design and run high-impact training, whether as training events or as long-term support for development processes (e.g. team development processes). We integrate your specific case studies into the program and explore opportunities for enhancing the quality of your training. Furthermore, we carefully examine individual skills and offer alternative perspectives and approaches.

- Applying brain science as a learning enhancer: neurodactics in practice
- Greater freedom and flexibility through the utilization approach
- Building rapport, understand circularity of behavior, shape context to create meaning through hypnosystemic principles
- Channeling subjective reality and meaning through focusing attention
- Mastering situations through solution-focused questioning
- Boosting learning outcomes through innovative reflection techniques
- Strategies for team/change projects

You can find a detailed description of this program on our website: [metallogtools.com/train-the-trainer/](http://metallogtools.com/train-the-trainer/)



#### Venue

Seminar-Zentrum Gut Keuchhof  
Braugasse 12  
50859 Köln-Lövenich, Germany

#### Dates

December: 2-6, 2019  
March: 9 - 13, 2020

#### Investment

4900€ \* + 19% German VAT if applicable (exclusive  
Hotel and venue day rate)

\* early bird until July 1st, 2019:

EUR 4400 + 19% German VAT if applicable

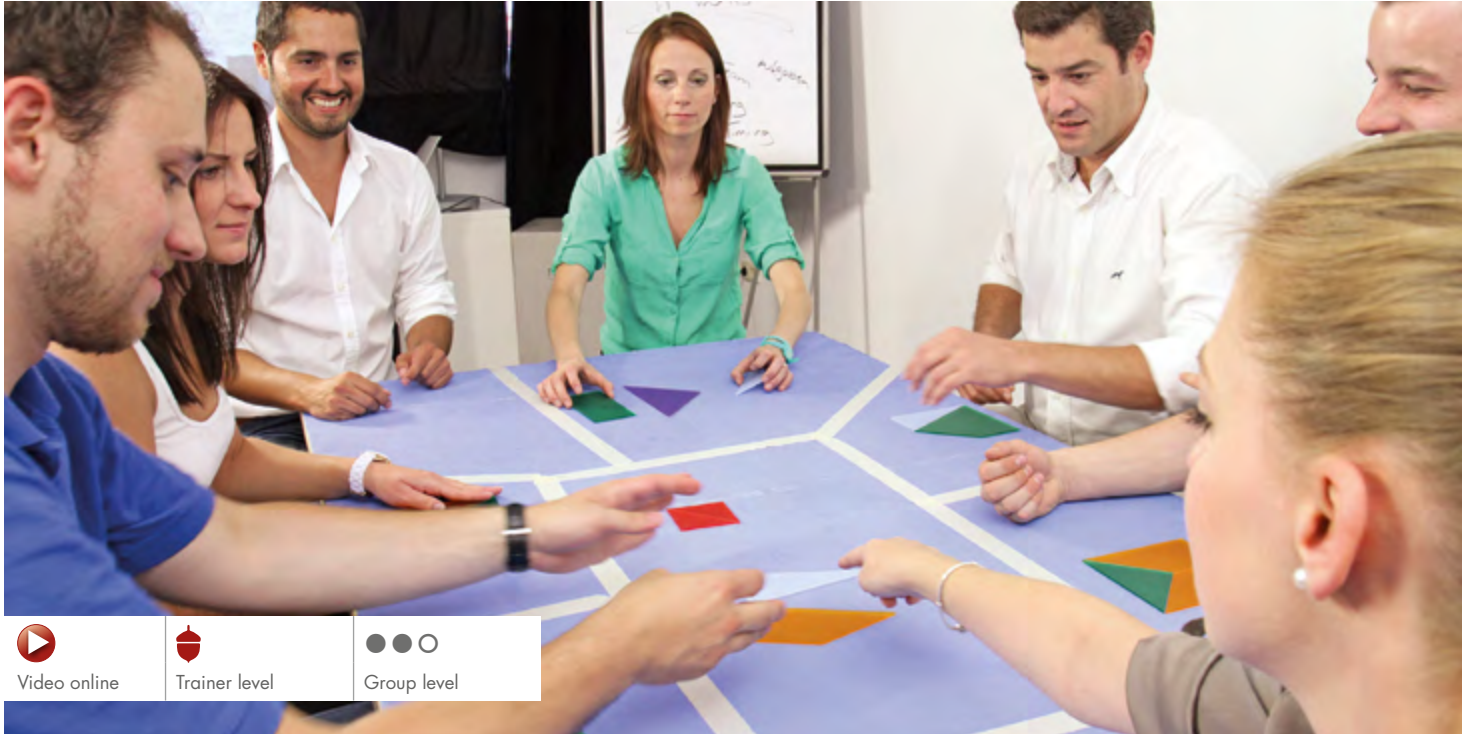
## Team<sup>2</sup>

More than the sum of its parts

↑ (min/opt/max) 5/10/10

⌚ (not including review) 15–30 minutes

↪ tabletop of at least 3 x 4 ft (1 x 1,20 m)



### THEMES & OUTCOMES

**TEAM BUILDING** - communicating nonverbally, focusing on goals, sacrificing one's own goals for the good of the group, interacting, identifying shortages, assuming responsibility **SELF-ORGANIZATION** - concentrating, focusing, stamina **PROJECT MANAGEMENT** - drawing on resources

#### Team<sup>2</sup>

📦 30 pieces (Plexiglas) for 10 squares, 1 detailed instructions manual. Pack size: 10.2 x 7.1 x 4.7 in (26 x 18 x 12 cm). Weight: 3.3 lbs (1,5 kg) incl. box. Supplied in a case made from beech and birch wood with a sliding cover.

**No. 1520**      **\$295,00\* / £221,25\* / EUR 245,83\***

*\*plus shipping and taxes where applicable*

#### Activity

Perhaps you already know (and love) this group dynamics classic from the 1970s as much as we do. In fact, we like it so much we decided to develop a professional version, throwing in a few improvements along the way. To the original five shapes, we added another five. So now you can not only use Team<sup>2</sup> with twice the number of participants, but also change the difficulty level according to your needs by simply leaving out the more complicated shapes. This task will make any team sweat, because the solution can only be found through effective co-operation and nonverbal communication. The multi-colored puzzle pieces are cut from acrylic glass using laser technology. This process ensures precise size and fit as well as comfortable handling.

#### How it's done

The group's task is to put the differently shaped pieces together in such a way that they form a number of squares (one per person) of equal size. Talking is not allowed during the activity, and the participants must follow a certain set of rules for exchanging pieces.

Team spirit is the key to mastering this challenge; while individual squares can be put together in many different ways, there is only one single combination that allows for the completion of all ten at the same time. Therefore, some team members will have to break up their already finished squares to share their pieces with the rest of the group.

The message is clear: if a group is to be successful at any task, all members must sacrifice their personal goals to support those of the group as a whole.





Recently, a visitor to our booth at a trade fair once asked me if our products really were hand made.

“Of course they are,” I said gushing with enthusiasm: “And they are made in our workshop – a very special workshop.”

I told him about the employees of the Caritas workshop near Munich, about where they live and how they work. And of the support and encouragement they get from the two inspirational workshop leaders, Alois Thoma and Helmut Mayer.

Here you see some of the employees in the “Wood Group.” Our products are also made at two other Caritas workshops in Bavaria in the south of Germany.

Every day, the Caritas employees diligently manufacture METALOG® training tools, which are then transported to our warehouse at the METALOG® headquarters. From there, they are shipped to destinations around the world. An achievement to be proud of!

In October 2018 METALOG® received the **Sustainable Development Award of AGENDA 21**, the UN action plan adopted at the 1992 Conference on Environment and Development in Rio de Janeiro. The key factors for the jury’s decision were the widespread use of wood as a renewable raw material for our tools, the production of the tools at charitable institutions, and our highly resource-friendly working practices. The award reinforces our commitment to this approach and to continuing to bring our creative ideas to the world on an environmentally sustainable basis.

METALOG® training tools are made by hand in Bavaria, Germany.

## Made with hand, heart, and mind



# StrangeWorld

The view through cultural glasses

👤 (min/opt/max) 6/16/20 ⌚ (not including review) 45–75 minutes

↪ two separate rooms with at least 130 sq ft (40 m<sup>2</sup>) – the groups are not allowed to either see or hear each other. Both rooms should be near to each other



## THEMES & OUTCOMES

### INTERCULTURAL COMMUNICATION

- working with the Value Square, iceberg model, integration of outsiders, preparing for a visit abroad **DEALING WITH MIGRATION ISSUES** - origination of, and how to deal with, prejudices and stereotypes, understanding between cultures, integration, cultural dialogue **ORGANIZATIONAL DEVELOPMENT/ TEAM BUILDING** - cooperation between departments, fusion of new corporate cultures, developing sensitivity towards other perspectives

### Activity

This culture simulation examines how (cultural) perspectives originate. In this innovative task, two mini-cultures are created, and then we explore how they formed and what makes them tick. Through this contrast it becomes obvious that cultural imprinting is intrinsically influenced by values and attitude.

### How it's done

In two separate rooms, two halves of the group are each given the task of developing their own cultural identity on the basis of specific requirements. These cultural microcosms will have their own rituals, values, and ways of behaving. As soon as the mini-cultures have been developed, observers from each of the cultures research the way of life of the other. Then the participants from each respective culture create a "travel guide" on the other culture. The learning project culminates in each group presenting the "travel guide" they developed to the other group. In a "showdown" accompanied by many "oohs" and "aahs," the host of prejudices that had been allowed to arise are revealed and we focus on how they originated. This two-culture simulation will bring impressively home to the group how "cultural glasses" originate. Do you want your participants to learn how to respect and deal with people different from themselves? StrangeWorld is the ideal tool!

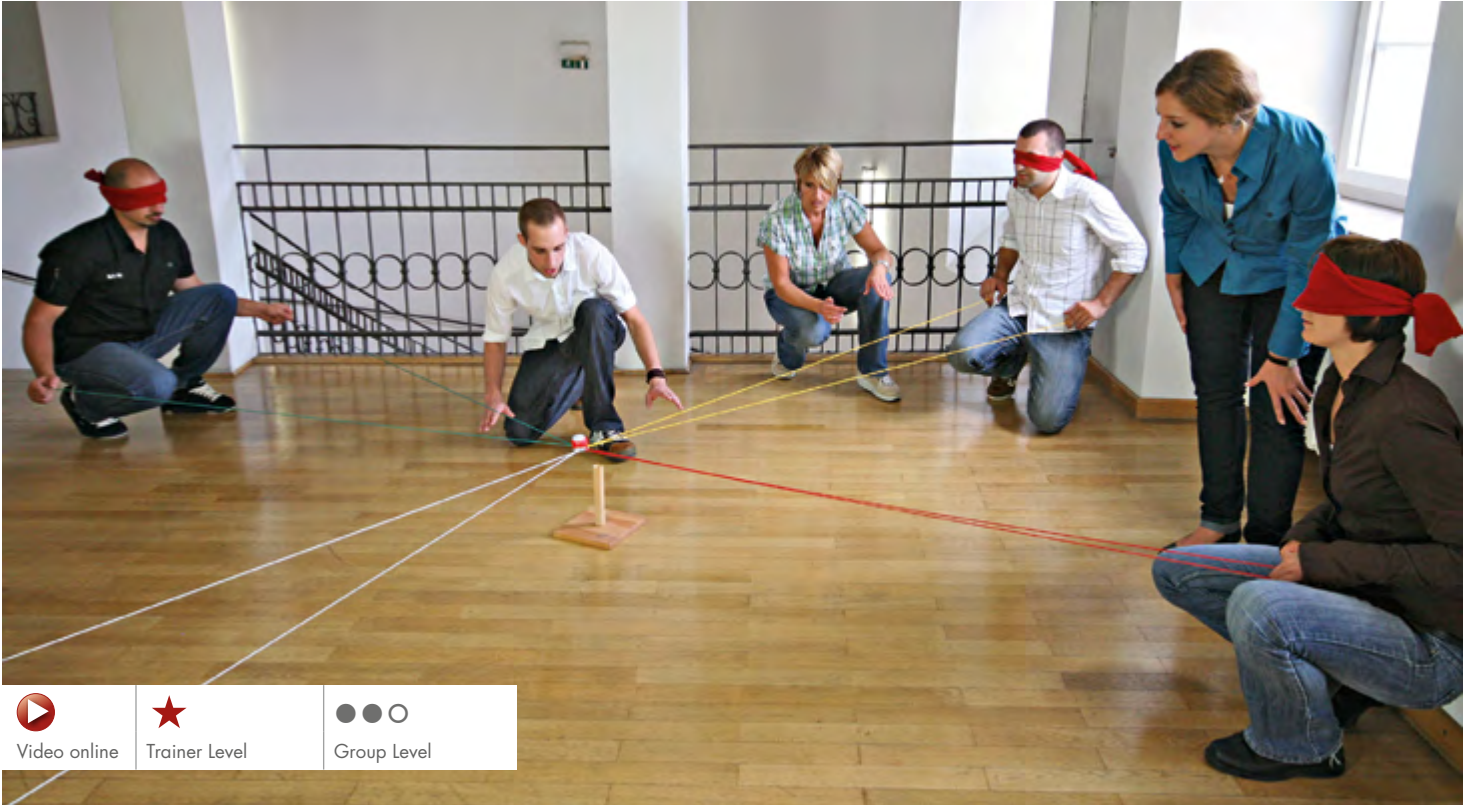
### Strange World

📦 100 symbol plates, 1 detailed instructions manual. Pack size: 9.1 x 5.5 x 4.3 in (23 x 14 x 11 cm). Weight: 2.2 lbs (1 kg) including fabric bag.

**No. 1519**    **\$147,00\*/£110,25\*/EUR 122,50\***

*\*plus shipping and taxes where applicable*





## THEMES & OUTCOMES

**TEAM BUILDING** - interacting, trusting, cooperating, dealing with stress, giving feedback  
**COMMUNICATION TRAINING** - active listening, awareness of body language, sender/receiver issues  
**PROJECT MANAGEMENT** - dealing with information shortages, visualizing project phases, determining the roles of project managers  
**LEADERSHIP TRAINING** - identifying individual needs, adapting leadership style, motivating, communicating effectively and explicitly, facilitating  
**ENERGIZER** - in the morning, post lunch

### Activity

This activity focuses on the importance of respecting the individual needs of all members in a team. When working with StringBall, each member can only contribute effectively to accomplishing the task if all others support her/him by means of effective communication.

### How it's done

The majority of participants put on blindfolds (the difficulty level increases with the number of

participants wearing blindfolds). The "blind" are given the task of carrying a ball balanced on a metal ring from one pedestal to another. However, they are not allowed to directly touch the ring! Instead, they transport it using a number of ropes attached to the ring. The ropes must be held at the ends and not shortened. The "sighted" direct the entire process by coordinating the movement of the "blind." All communication is through speaking, no touching is allowed. Dropping the ball during transport is sanctioned in a way the trainer and group see fit. By setting up the two pedestals independently, you can adjust the difficulty level according to the group's capability (for example, try placing them on uneven terrain, or put one on a desk). Individual strings can be detached to cater for different group sizes. One more idea: When you are doing this activity outdoors, why not add to the excitement by using a raw egg instead of a ball?



### String Ball

📦 1 ring (stainless steel), 8 robust strings 6.5 ft x 0.1 in (2 m x 3 mm), 2 pedestals (beech, easy disassembly), 1 ball, 1 wooden egg, 8 blindfolds, 1 detailed instructions manual.  
 Pack size: 12.2 x 8.7 x 5.9 in (31 x 22 x 15 cm).  
 Weight: 4.4 lbs (2 kg). Supplied in a soft case.

**No. 1511**    **\$135,00\*/£101,25\*/EUR 112,50\***

*\*plus shipping and taxes where applicable*

# Leading in Change

*CultuRallye as a learning accelerator (product see p. 18-19)*

Leaders of business units engaged in sales activities need modern and efficient methods to boost the success of individuals and teams over the longer term. In no other part of the company is the stress and the pressure to succeed greater. In order to develop the target group's sense of self-responsibility, motivation and ability to learn new skills, we have integrated at least one METALOG® learning project into each of the five modules of our Executive Coach Program. While they work on each "leadership topic," their unconscious competencies are revealed and this enables them to transfer strategies that work to their daily lives as leaders. In one of these series of training programs for a financial service provider, we used METALOG® tools to teach executive coaching tools and methods and as a means of reflecting on the leadership tasks they need to master.

mobilize their own inner resources to successfully support and consolidate change. As the participants explore and pass through each of the various phases involved in change, they develop their own appropriate behavior as leaders towards their employees. Here we like to work with the Four Rooms of Change model.

## WHICH TOOL?

One of the learning projects I like to use to explore and then define the appropriate new/different rules and procedures that a change process entails is CultuRallye.

## STAGING and PROCEDURE

The participants are asked to take a seat at the tables and to familiarize themselves with the rules of play. Each mini-group is then given the opportunity to share thoughts and also do a five-minute practice run-through. The leaders learn and internalize the rules quickly and then start the first phase of the game. From now on, they are no longer allowed to speak. They attempt to be the best in their team and to collect as many coins as possible, all while sticking to the rules. Here, it becomes apparent that some participants react faster and are particularly good at adapting their behavior. The player with the most coins changes to the next table and the second five-minute round begins – once again in silence. However, the new players and the previous group members do not know that there are different rules at each of tables and that the symbols have different meanings.

The aim of this phase is for the "newcomer" to quickly become familiar with the "code of conduct" applicable here in order

to keep up with and understand the others. At the same time, it is also interesting to see how the original group manages to help the new team-mate understand the rules, i.e. how he or she is integrated and how they deal openly with existing rules.



*CultuRallye, p. 18-19*

## STARTING BASIS/EXAMPLE

The fourth module, "Leading in Change," explores self-awareness and analyses individual attitudes towards the change process. The insights they gain enable the participants to

After this round, the best player changes tables again (as a rule, it is usually a different player to the first round) and the third and last round is played. Once again, the participants are not allowed to talk. The leaders realize how difficult it is to adjust, especially when they have become used to certain routines. It takes time to move from unconscious competence back to conscious competence and to truly understand, and then apply, new approaches.

It is really interesting to see how the participants deal with the situation in the third round. Do they adapt their approach or do they even impose their rules on the team?

During the feedback and debriefing phase, we then evaluate the causes and reasons and how they are dealt with in real change processes.

As preparation for the game leader, it is important to master the rules and to suitably prepare the room with tables. In some settings, if there are too few participants to form four groups, this learning project can also be performed with three small groups. I have even already performed this learning project with 2 sets of CultuRallye and with 32 participants, that is, 8 groups.

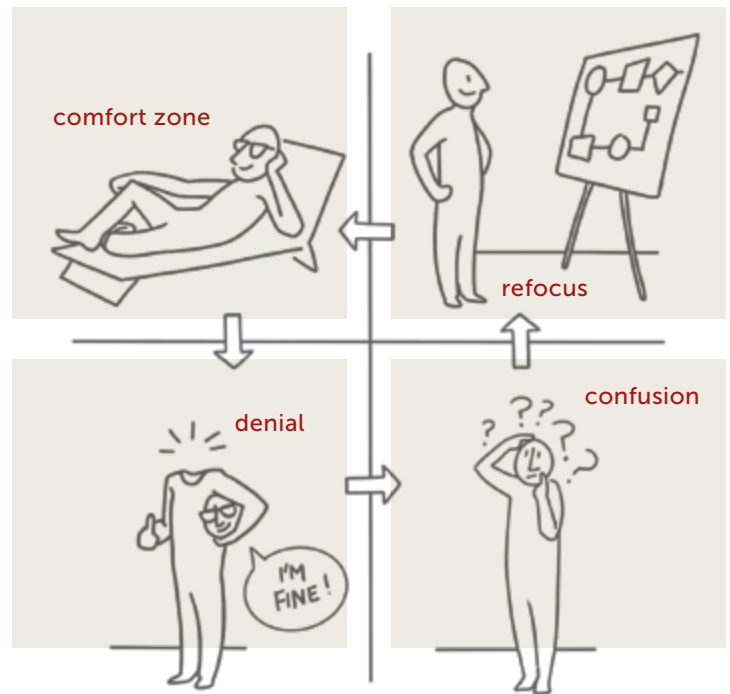
### EVALUATION/REFLECTION

Firstly, all of the participants return to their “home tables,” where they share their experiences, impressions, and perceptions of the learning project.

Then we transfer what we have experienced to the participants’ day-to-day working lives with reference to the topic of “leading in change”. We use questions similar to the following to develop awareness of which of the behaviors that they experienced are the most promising for how they handle their employees.

- » What does what you experienced mean for how to deal with change?
- » What are you now aware of about dealing with different employees and your peers?

Gaby Hinrichs has been a sales and management trainer for 20 years and also has extensive practical experience with METALOG® training tools. Her groups at FRIEDERBARTH in Hamburg were impressed by her approachability, strong communication skills, and the high level of learning transfer. Her clients value the dynamic, skillful, and creative support she provides in her seminars and coaching sessions.



*4 Rooms of Change*

- » What does this mean for how you think about communication in situations of change?
- » From your experience, where do you think that different rules apply in different contexts and how can you deal with this in your professional life?
- » Which situations in your world of work can you transfer the experiences gained in this learning project to, and what are the conclusions you draw from this in your role as executive coach?

The participants write down their insights on cards or flipchart paper. They then individually present their results to the whole group.

This is the way in which we apply the different METALOG® training tools during the different modules of the Executive Coaching Program. The feedback from the groups has been sensational, because they feel they have gained intensive insights that they can use in their day-to-day lives as leaders for a long time to come.

# Leonardo's Bridge

Overcoming any Obstacle

👤 (min/opt/max) 6/10/14

🕒 (not including review) 45–60 minutes

📏 20 x 30 ft (5 x 8 m)



Video online



Trainer level



Group level

## THEMES & OUTCOMES

**TEAM BUILDING** - communication interchange, dealing with shortages, coordination, team interaction, facilitating **PROJECT MANAGEMENT** - dealing with sparse resources, sharing know-how, finding creative solutions **INTERCULTURAL COMMUNICATION** - adjustment, accepting views and ideas of others

### Leonardo's Bridge

📦 28 sticks (wood, sanded, coated red), 28 small sticks for the planning, 13 x 10 ft (4 x 3 m) rope, 1 detailed instructions manual. Pack size: 39 x 6.3 x 5.5 in (99 x 16 x 14 cm). Weight: 17.6 lbs (8 kg) incl. bag. Supplied in a transportation bag.

**No. 1526 \$367,00\*/£275,25\*/EUR 305,83\***

*\*plus shipping and taxes where applicable*

### Activity

The idea for this construction comes from the universal genius Leonardo Da Vinci. Around 1480, he designed a transportable bridge that could be erected without tools. Important goals in team development create stability within the group and improve the group's ability to bridge gaps and overcome obstacles. Let your group face this challenge! Leonardo's Bridge will result in visible success that will promote team spirit.

### How it's done

The task is to construct a self-supporting bridge of just over 13 feet in length, using only the 28 sticks provided. No other tools may

be used. After first brainstorming in smaller subgroups, all participants start constructing the bridge. The key factors for success are coordination within the group, creativity, and sharing of knowledge. The result will be a self-supporting construction, which can serve as a metaphor for internal and external team stability.

Another issue that can be addressed is how teams grow closer, for instance, in an intercultural environment. The participants start constructing the bridge, beginning at two ends. The bridge brings them closer together. In the end, the two parts of the bridge become one. The key factors for success are coordination, cooperation and adjustment (as regards the method of construction) between the two subgroups.



👤 (min/opt/max) 6/10/18 (max. 30 for special staging)  
⌚ (not including review) 15–30 minutes  
📏 3 x 5 ft (1 x 1,50 m) table



## THEMES & OUTCOMES

**GETTING STARTED** - a fun and easy kick-off, learning names, activating the group, creating team spirit  
**TEAM BUILDING** - communicating, focusing on goals, cooperating, identifying interdependencies  
**LEADERSHIP TRAINING** - communicating effectively and explicitly, motivating through information, generating trust

### Activity

Starting the seminar day off the right way is essential to any successful team or communication-focused process. Surprise your participants with the TeamNavigator! This training tool allows you to turn the introduction of your seminar agenda into an interactive activity. This way, your seminar becomes an important team experience for the group - right from the start! With the TeamNavigator, you boost cooperation and a positive group feeling from the outset. Or, use it later during the process for teamwork and management training!

### How it's done

All participants form a circle around the TeamNavigator. Each person picks up one

or two of the ropes. The goal is to move the pen in the center across a sheet of paper and draw an arbitrary shape, e.g. the company logo. Another possibility is to draw along a maze set by the trainer.

### Name compass

The team members symbolically draw their way through the seminar day, following the lines of a maze. They experience in advance both swift progress and encounter potential bumps in the road.

Instead of giving each other directions in the usual way ("up," "down," "left," "right," etc.), the participants are only allowed to use each other's names ("A little more towards Julia and Tom!"). This is an unusual way of learning names that sets your seminar apart from anything the participants have seen before.

The trainer may also prepare the paper sheet in advance with facilitation cards half hidden in slits. Whenever the pen lands on a card, the trainer reveals one of the day's topics.

### Guide dog

4–6 participants put on blindfolds. The others take the lead and verbally coordinate the drawing activity. The "blind" experience the importance of sharing essential information;

the "sighted" discover just how much precise instructions help overall success.

### TeamNavigator

📦 1 TeamNavigator (beech wood) with 18 ropes (4 ft x 0.1 in/1,20 m x 3 mm) detachable, 10 x maze sheets (17 x 22 in/DIN A2), 1 pen, 1 detailed instruction manual. Pack size: 24.8 x 18.1 x 4.7 in (63 x 46 x 12 cm). Weight: 16.5 lbs (7,5 kg). Supplied in a cardboard box.

**No. 1539** **\$587,00\*/£440,25\*/EUR 489,17\***

*\*plus shipping and taxes where applicable*



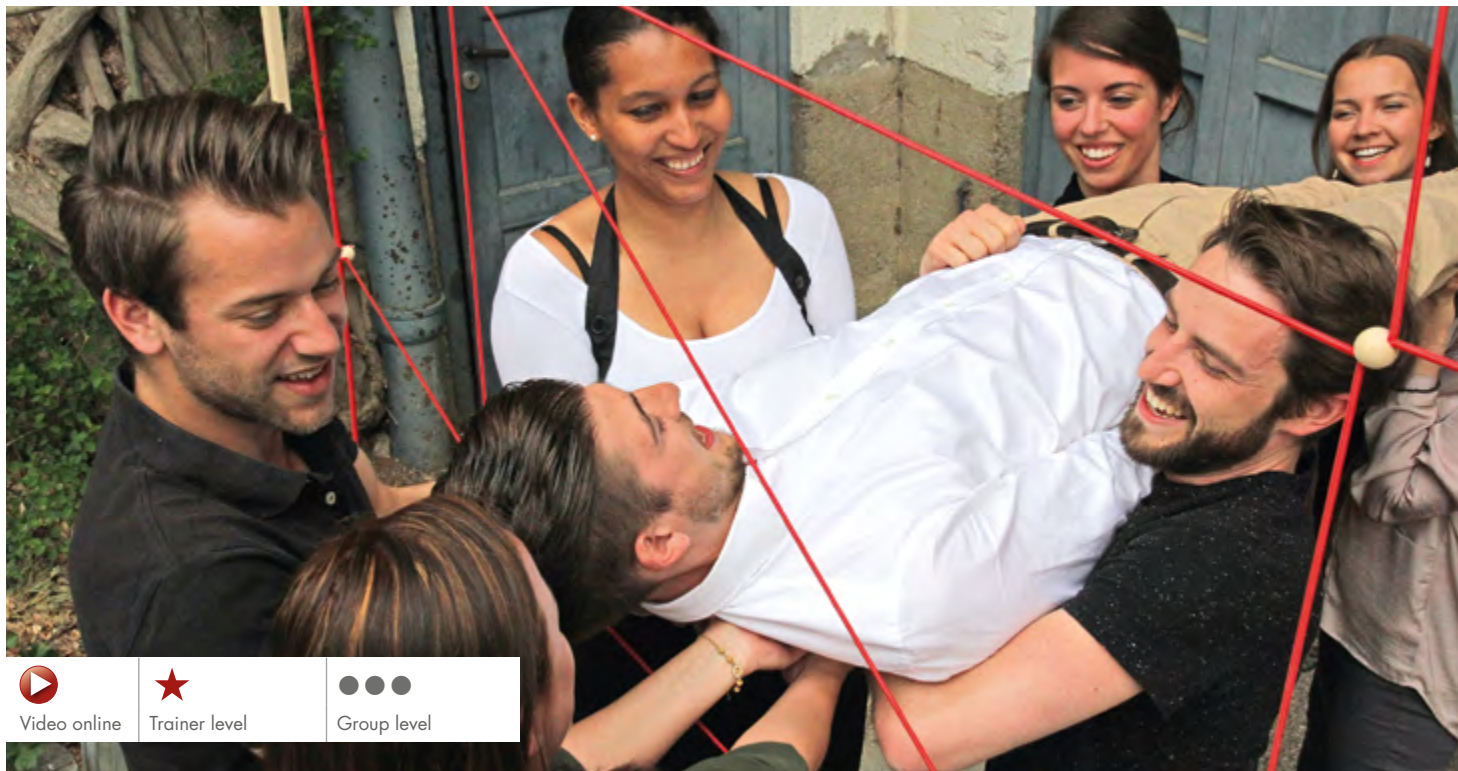
# EasySpider

Through thick and thin

↑ (min/opt/max) 8/17/34

⌚ (not including review) 20–60 minutes

↶ depending on group size, minimum however of 160 sq ft (5 x 8 m)



Video online



Trainer level



Group level

## THEMES & OUTCOMES

**TEAM BUILDING** - interacting, coordinating, trusting, togetherness, developing group spirit **LEADERSHIP TRAINING** - identifying interdependencies in systems, communicating, dealing with risk **PROJECT MANAGEMENT** - dealing with short-ages, time management, quality management

### Activity

EasySpider is a technically advanced and improved version of the outdoor classic, "spider web." Our new, innovative wire threading prevents the web from tangling during transport. That's why, with just a little practice, you'll be able to set it up in less than five minutes. The size of the individual holes is adjustable. The web is so flexible it adjusts to heights from 5.9 to 8.2 ft, and to widths from 8.2 to 15.7 ft. Our SpiderFrame is the ideal complement to the EasySpider. It allows you to easily set up EasySpider in any space without needing to search for trees or pillars!

### How it's done

Before your group arrives, set up EasySpider by mounting it between two trees, poles, fences, walls ... almost any anchor point will do! The group's task is for all team members to get through the EasySpider from one side to the other. Each hole can be used only once. Touching the net in any way (body, clothing, hair, etc.) is prohibited and sanctioned in a way you and the group decide in advance. How will they manage to organize their resources in order to solve this problem?



2



1

### 1 EasySpider

☞ 1 spider web with 17 individually adjustable cells (elastic thread, braided 16 times), 4 tension belts (13 ft/4 m), 2 detailed instructions manuals for setup and activity. Pack size: 14.2 x 10.2 x 5.5 in (34 x 25 x 11 cm). Weight: 6.6 lbs (2,6 kg) incl. case. Shipped in wooden case.

**No. 1517**    **\$289,00\*/£216,75\*/EUR 240,83\***

### 2 EasySpider frame

This free-standing frame allows the tool to be built indoors and outdoors without the help of trees or pillars. All you need is a dry, flat surface and plenty of space. Constructed from ash wood and hand-welded steel.

☞ 12 parts, 4 snap hooks, 1 detailed instructions manual. Pack size: 46.5 x 6.3 x 6.7 in. (120 x 16 x 16 cm). Weight: 14.3 lbs (6 kg). Supplied in a transport bag.

**No. 1522**    **\$299,00\*/£224,25\*/EUR 249,17\***

*\*plus shipping and taxes where applicable*





## THEMES & OUTCOMES

**MOVEMENT** - warming up, coordinated and dynamic togetherness **WORKING IN TEAMS** - developing creative solutions together, cooperation between departments, communicating effectively, working towards a common goal **LEADERSHIP** - effective and target-focused facilitation, motivation, maintaining the big picture, steering optimization processes **ENERGIZER** - start of the day, post lunch

### Activity

Together, the group stretches and holds the FlyingCarpet taut. They then maneuver one or two balls across the highly mobile stretched surface, using their steering skills to either pot or block a ball, or carry out other tasks. This activates their laughter muscles while – almost in passing – revealing how they cooperate and what dependencies there are within the team.

### How it's done

**On the edge.** A ball is to be moved once around the outer edge of the FlyingCarpet.

**There and back again.** A ball is to circle around all of the holes and then be brought back to the starting point.

**Contest.** Both teams stand around and hold the FlyingCarpet in an alternating order (one participant from Team A, then one from Team B, then one from Team A, etc.). Team A has

one minute to try to get the ball in one of the holes while Team B attempts to prevent them from doing so. They then swap over and Team B attempts to get the ball in one of the holes while Team A blocks.

**Bottom up.** One participant is underneath the Carpet and tries to work out where the ball is. By quickly grabbing through one of the large holes, he or she attempts to get his or her hands on the ball and pull it back through the hole. The team holding the Carpet attempts to stop him or her from doing so.

**Marked.** Some of the holes are masked from below with round, labeled facilitation cards. The ball is then to be transported from one of the newly created positions to the other.

### FlyingCarpet

📦 1 circular cloth with a wide grip, 2 balls, 1 detailed instructions manual. Pack size: 24.8 x 18.1 x 4.7 in (63 x 46 x 12 cm). Weight: 9.9 lbs (4,5 kg) incl. bag. Supplied in a fabric bag.

**No. 1855** \$ 295,00\* / £ 221,25\* / EUR 245,83\*

\*plus shipping and taxes where applicable





### Coaching tool

If, in your consulting and coaching work, you want to visualize and develop relationships in an outcome-oriented manner, then you will be interested in our new tool. It combines for the first time the concept of a tactile figure-board with a visual method of scaling. Developing targets and solutions can be very rewarding and, at the same time, it becomes incredibly easy to make development steps measurable. The purpose of SolutionBoard is to make coaching work easier. Coaches need simple and flexible methods for visualization, reducing complexity as well as opportunities for firmly focusing attention on outcomes and goals. SolutionBoard: the new dimension in consulting, coaching and supervision!

### SolutionBoard ...

- > allows individuals and teams to physically represent how they perceive the situation or team structure
- > encourages communication
- > allows needs, feelings, and wishes to be more easily accessed and verbalized
- > facilitates flexible development
- > reduces complexity and encourages holistic communication
- > allows resources to be introduced
- > makes existing patterns visible
- > can be used for both work with individuals and for coaching several people

### Scaling ...

A particularly helpful form of intervention for achieving clear internal classification of the steps to a goal and highlighting inter-relationships in the system.

**SCALING BLOCKS** for marking the elicited values on the scale.

**PEDESTALS** are used to introduce resources, to delineate the different hierarchies, to represent special challenges, to demarcate the figures, etc.

**BALL** the flexible and free element. This is used to represent abstract themes such as illness, secrets, but also hidden resources that could suddenly appear.

**CONNECTING CORDS** for visualizing inter-relationships, feedback loops, relationship networks, etc.

### SolutionBoard

☞ foldable figure-board, detachable foam elements with 19 figures, 4 scaling blocks (various colors), 6 pedestals (various colors), 6 barriers, 1 ball, 10 connecting cords (5 colors), 1 detailed instructions manual. Pack size: 21.7 x 11.4 x 4.3 in (55 x 29 x 11cm). Weight: 11 lbs (5 kg). Supplied in a carry bag.

**No. 1814**

**\$ 565,00\* / £ 423,75\* / EUR 470,83\***

*\*plus shipping and taxes where applicable*



**Coaching tool**

The MeBoard was developed by an international team of coaching experts from the UK, Italy, Germany, and Turkey. It is a highly flexible tool for coaches, counsellors and consultants, and is also ideal for trainers and learning process advisers working in the field of personal development. It

- > offers a low-threshold entry to “hard” topics in coaching,
- > helps the visualisation process and supports the development of goals and visions,
- > helps to “translate” internal issues into visible and practical steps,
- > helps access emotions,
- > provides clarity and supports the activation of inner resources,
- > supports dissociation processes,
- > creates “wow effects,”
- > facilitates in-depth work with roles and values, and so on.



**How it's done**

All of the members of our development team developed their personal favorite ways of working with the MeBoard. Here are just a few of them: Coaching on roles: Personal roles – such as father, manager, friend, business partner – are written on each of the four sectors. The next task is to find three to four pictures that characterise each role and to add a short statement for each one. This process allows the coachee to gain powerful access to resources and values of importance to all roles. A key image that illustrates this access is then selected and placed in the centre of the MeBoard.

Coaching on objectives: The terms “Goal,” “Resources,” “Obstacles” and “First Steps” are written on the four sectors in a clockwise direction. We

use the same order to find pictures and statements for each of the terms. At the end, a final picture is placed in the centre of the MeBoard that represents the core message. Coaching on areas of life: The terms “Body,” “Creativity/Ego,” “Relationships,” “Vision” are written on the four sectors. The coachee poses a question for which he/she would like to find an answer, draws five pictures per sector at random from the pack, and places them face down on the table. Turning over the pictures one by one effectively provides answers to the question. At the end of the process, the coachee writes down one or two key words per area.

**Seminar/Workshop**

The MeBoard opens up new ways of accessing models that work with 4 types or sectors such as DISC, HBDI, MBTI, to name just a few.

**Practical**

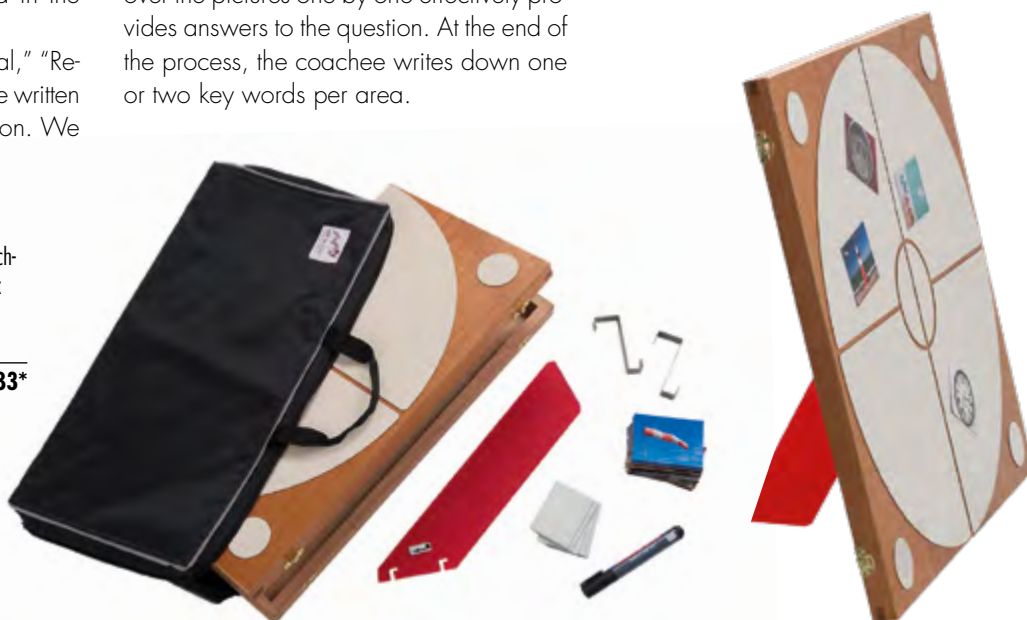
You can work with the MeBoard either on a table or on a flip chart/door.

**MeBoard**

☞ foldable visualization board, 70 magnetized images, 16 small writable magnet boards, 2 mounting hooks, attachable foot. 1 detailed instructions manual. Pack size: 21.7 x 11.4 x 4.3 in (55 x 28 x 9 cm). Weight: 8.8 lbs (3,5 kg) incl. bag. Supplied in a carry bag.

**No. 1815 \$ 499,00\*/£ 374,25\*/EUR 415,83\***

*\*plus shipping and taxes where applicable*





## Transform Your Training.

*The METALOG® Method*

By Tobias Voss  
132 pages, with illustrations

**No. 1544**    **\$ 28,00\*/£ 21,00\*/EUR 23,33\***

*\*plus shipping and taxes, where applicable*

Chapters:

1. Interaction Activities as a Holistic Learning Concept
2. Interaction Activities in Practice
3. Training Tools in Context: Team Development
4. The METALOG® Training Tools
5. Independent Tailoring

Tobias Voss shows you how to turn games into high-impact interventions and how to enrich Experience-Oriented Learning methods with systemic thinking and the latest research into how the brain learns. This insightful book is a treasure trove for all lovers of real learning and a must-have for METALOG® training tools enthusiasts.

An independent trainer and coach since 1994, Tobias Voss developed the METALOG® training tools out of one simple desire: to have a dynamic, long-term impact on his clients' learning success.

## LoonyLoop – very clingy ...



### LoonyLoop

☞ 1 LoonyLoop, steel, 3.3 in (8,5 cm), 1 detailed instructions manual. Weight (10 pcs.): 0.4 lbs (20 g)

**No. 1513**    **\$3,80\*/£2,85\*/EUR 3,17\***  
**10 /unit**      **\$3,40\*/£2,55\*/EUR 2,83\***

*\*plus shipping and taxes where applicable*

### THEMES & OUTCOMES

**CREATIVITY** - developing new points of view, being creative, courage to experiment  
**COACHING** - impact of repeating the same solution, reframing a problem  
**ENERGIZER** - seminar start, post lunch

**Activity** Sometimes solutions can be hard to find when we try to solve a problem the same way over and over again. With a LoonyLoop you can give your participants the chance to do some creative mind stretching as they puzzle their way to new thinking strategies.

**How it's done** Attach the LoonyLoop to a buttonhole of one of your participants.



Trainer level



Group level

His/her task is now to remove it. And maybe it works completely differently to how everyone thinks ...

### Make sure your clients remember you!

LoonyLoop is the ideal promotional gift for any trainer or coach. Have your name or slogan printed on your LoonyLoops. Please ask us for terms and conditions.

## Blindfolds – who turned off the lights?



Thanks to the soft fleece cloth, our blindfolds are not just 100% opaque but also particularly soft on the skin. Washable at 90°F (30°C). Use them with StringBall, CommuniCards, TeamNavigator, SysTEAM, and Tower of Power.

**Blindfolds** Size: 31.5 x 5.9 in (80 x 15cm).  
Color: red. Weight (10 units): 0.5 lbs (50 g).

**No. 1518**    **\$4,70\*/£ 3,00\*/EUR 3,92\***  
**(10+ /unit)**    **\$4,00\*/£ 3,55\*/EUR 3,33\***

*\*plus shipping and taxes where applicable*

# The Philosopher's Stone – Stretching for the brain

Participants 1–5 per shape plate  
⌚ (not including review) 10–20 minutes  
↳ 1 table for the participants to sit/stand around

★ Trainer level

●●○ Group level

**The Philosopher's Stone**  
📖 acrylic glass shape plate, wooden Philosopher's Stone, 1 detailed instructions manual. Pack size: 10.2 x 5.9 x 4.3 in (26 x 15 x 11 cm). Weight: 0.4 lbs (200g).

**No. 1531**      **\$ 35,00\* / £ 26,26\* / EUR 29,17\***

*\*plus shipping and taxes where applicable*

## THEMES & OUTCOMES

**CREATIVITY** - during brainstorming, to help develop new perspectives, "thinking outside the box"  
**COACHING** - reframing entrenched beliefs, supporting the statement "if you can dream it, you can do it"  
**ENERGIZER** - in the morning, post lunch

participants to achieve a state of high creativity – and with an added tactile aspect!

**How it's done:** Groups of 1–5 participants are given one shape plate with three different holes: a circle, a square, and a triangle. The key question is: "What exactly would a shape that fits precisely through all three holes look like?" This requires real creative thinking and saying goodbye to entrenched thought processes! At the end, the mystery is revealed with the aid of the actual **Philosopher's Stone** (a wooden shape).



**Activity: The Philosopher's Stone** is a small but smart learning project that is a fantastic aid for trainers who want to enable their

# MagicNails – Impossible? Think again!

👤 1 up to 10 persons  
⌚ (not including review) 5–20 minutes  
↳ approx. 3 x 3 ft (1 x 1 m)

No wonder! Picture the following challenge: the task is to balance 17 nails on one nail. The 17 nails are not allowed to touch the base or the table. What a perfect metaphor for working with teams confronted with seemingly hopeless situations in their working life.

**MagicNails**  
📖 18 nails (7.1 in (18 cm), nickel-plated, heavy finish), 1 case (wooden), 1 detailed instructions manual and solutions. Pack size: 9.1 x 5.9 x 4.3 in (23 x 15 x 11 cm). Weight: 3.3 lbs (1,5 kg) incl. box. Shipped in a wooden case, which doubles up as the base for the activity.

**No. 1812**      **\$ 99,00\* / £ 74,25\* / EUR 82,50\***

*\*plus shipping and taxes where applicable*

## THEMES & OUTCOMES

**CREATIVITY** - developing new perspectives, courage to create, experimenting  
**PROJECT MANAGEMENT** - recognizing synergies in resources  
**ENERGIZER** - seminar warm-up, post lunch

**Activity** "There's no way you can solve this!" is probably what your participants will say when they are confronted with MagicNails.



★ Trainer level

●●○ Group level

# Rope



Easy handling synthetic rope for numerous outdoor activities.

**No. 1514**      **\$ 38,00\* / £ 28,50\* / EUR 31,67\* (49.2 ft/15m)**

**No. 1515 (82 ft/25m)**      **\$ 57,00\* / £ 42,75\* / EUR 47,50\***

**No. 1516 (164 ft/50m)**      **\$ 99,00\* / £ 74,25\* / EUR 82,50\***

*\*plus shipping and taxes where applicable*

## Invoice details

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Contact person

Address

City/County/Postcode

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## Delivery address if different

Article	Order No.	USD	GBP	EUR
<b>Order free catalog</b>		0.00		
Blindfolds/10+	1518	4.70/4.00	3.00/3.55	3.92/3.33
Book: The METALOG® Method	1544	28.00	21.00	23.33
CataPults Basic Set	1554	955.00	716.25	795.83
Catapults Extension Set	1555	320.00	240.00	266.67
Communic8	1813	539.00	404.25	449.17
CommuniCards	1505	350.00	262.50	291.67
Complexity	1538	349.00	261.75	290.83
CultuRallye	1804	275.00	206.25	229.17
CultuRallye XXL	1850	448.00	336.00	373.33
DominoEffect	1810	460.00	345.00	383.33
EasySpider	1517	289.00	216.75	240.83
EasySpider frame	1522	299.00	224.25	249.17
Ecopoly	1503	365.00	273.75	304.17
EmotionCards 1	1806	75.00	56.25	62.50
EmotionCards 2	1808	75.00	56.25	62.50
EmotionCards Double pack	1809	139.00	104.25	115.83
FacilitationBalls 1	1807	65.00	48.75	54.17
FacilitationBalls 2	1811	65.00	48.75	54.17
FacilitationBalls Double pack	1812	120.00	90.00	100.00
FloatingStick	1506	165.00	123.75	137.50
FlyingCarpet	1855	295.00	221.25	245.83
HeartSelling	1803	680.00	510.00	565.67
Leonardo's Bridge	1526	367.00	275.25	305.83
LoonyLoop/10+	1513	3.80/3.40	2.85/2.55	3.17/2.83
MagicNails	1512	99.00	74.25	82.50
MeBoard	1815	499.00	374.25	415.83
PerspActive	1570	319.00	239.25	265.83
Pipeline	1530	185.00	138.75	154.17

Article	Order No.	USD	GBP	EUR
RealityCheck 1	1508	99.00	74.25	82.50
RealityCheck 2	1529	99.00	74.25	82.50
RealityCheck 1+2 Double pack	1542	190.00	142.50	158.33
Rope 49.2 ft (15 m)	1514	38.00	28.50	31.67
Rope 82 ft (25 m)	1515	57.00	42.75	47.50
Rope 164 ft (50 m)	1516	99.00	74.25	82.50
ScenarioCards 1: T & O	1865	125.00	93.75	104.17
ScenarioCards 2: S & D	1866	125.00	93.75	104.17
Scoop	1500	138.00	103.50	115.00
SoapBox BasicSet	1536	1,520.00	1140.00	1266.67
SoapBox ExtensionSet	1537	530.00	399.75	444.17
SolutionBoard	1814	565.00	423.75	470.83
StackMan	1504	265.00	198.75	220.83
StrangeWorld	1519	147.00	110.25	122.50
StringBall	1511	135.00	101.25	112.50
SysTeam	1501	619.00	464.25	515.83
Team <sup>2</sup>	1520	295.00	221.25	245.83
TeamNavigator	1539	587.00	440.25	489.17
The Band - carry sack	1540	297.00	222.75	247.50
The Band XXL - carry sack	1541	347.00	260.25	289.17
The Band mini - carry sack	1563	222.00	166.50	185.00
The Maze	1805	349.00	261.75	290.83
The Philosopher's Stone	1531	35.00	26.26	29.17
Tower of Power	1534	337.00	252.75	280.83
Tower of Power XXL	1551	377.00	282.75	314.17
Tower of Power Special Edt.	1561	440.00	330.00	366.67
Tower of Power Special Edt. XXL	1562	480.00	360.00	400.00

**Prices.** All prices are in USD, GBP, EUR respectively. They are subject to shipping and handling charges. For customers within Europe, prices may also be subject to sales taxes/VAT. When you order online, you will see the final price including shipping and (where applicable) sales taxes/VAT.

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# ScenarioCards – Visual meta forces



## ScenarioCards 1 – Team & Organization

**No. 1865** \$ 125,00\* / £ 93,75\* / EUR 104,17\*

\*plus shipping and taxes, where applicable  
See more details on p. 8-9



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