

Product Magazine 2022

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

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New videos of FutureCity, CollaborationPuzzle and DominoEffect: metalogo.com



It is with great pride and pleasure that I present the brand-new international METALOG® training tools product magazine. This issue offers all our international customers and METALOG enthusiasts around the world a wealth of insights into the world of experiential learning. It not only contains the latest METALOG product innovations but is also packed with inspirational articles from renowned experts on how to get the most out of your METALOG® training tools, along with the dates of our upcoming workshops and train-the-trainer sessions.



Martina Martinelli, Expert's knowledge, see pages 20-23



Training Award Gold, p. 8-9

New tools: CollaborationPuzzle and FutureCity

CollaborationPuzzle is an ingenious problem-solving activity for teams that tackles the key issues in our daily working lives. This fascinating learning project delivers inspirational strategies that enable you to explore a range of practical issues, such as developing a healthy culture of mistakes, integrating agile project management, or optimizing team processes.

FutureCity is an allrounder that covers the full spectrum of topics relating to communication, teamwork and leadership. Some of the topics you can tackle with our new tool include: meaningful integration of different perspectives in collaborative processes, coordinating the various activities of teams working from different locations, "thinking through another person's eyes," managing complexity and optimizing work processes. **Visit our website to watch videos of the two new tools in action.**

Training Awards 2019

The winner of the 2019 METALOG® Training Gold Award is **Condor Flugdienst GmbH's Human Factors Training unit** for their "A Good Team Guarantees a Safe Flight – Crew Resource Management Training with RealityCheck and Complexity" training concept. The highly impressive training concept is an outstanding example of modern-day safety culture training. The jury was impressed both by the way HFT's trainers embedded for 2800 participants the tools into the overall concept and how they transferred the interaction metaphors to their operational context. Find out more about the Training Awards on pages 8–9.

Happy reading
Tobias Voss
Founder & CEO



4 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 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 \$ 450.00*/£ 337.50*/€ 375,00*

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 \$ 474.00*/£ 355.50*/€ 395,00*

Tower of Power Special Up to 24 participants.

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

No. 1561 \$ 478.80*/£ 359.10*/€ 399,00*

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 \$ 534.00*/£ 400.50*/€ 445,00*

Tower of Power mini Up to 8 participants.

📦 1 crane (beech/stainless steel) with 8 robust strings, 4.27 ft x 0.1 in (1,30 m x 3mm), braided 8 times, 6 blocks cut from solid beech wood, 1 detailed instructions manual. Pack size: 5.9 x 9.1 x 4.3 in (15 x 23 x 11 cm).
 Weight: 3.3 lbs (1,5 kg) incl. case.

No. 1534 \$ 319.20*/£ 239.40*/€ 266,00*

*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 XXL



Tower of Power mini



Tower of Power Special



Comparison

6 CollaborationPuzzle

Reach the same heights!

👤 (min./opt./max.) 3/6/10; ⌚ (not including review) 15 – 50 Minuten ↪️ enough space for a team area and a work area. The distance between the areas should be large enough to prevent visual and oral contact; **Team area:** around 10 x 10 ft (3 x 3 m); **work area:** with a table for the wooden pedestal, minimum 4 x 3 ft (1,20 m x 1 m)



Video online



Anforderung Trainer



Anforderung Gruppe



THEMES & OUTCOMES

TEAM WORK: Precise sharing of information, in particular, effective communication, optimization of communication and work processes, self-organization in the team, working towards a common goal, trust, dealing with mistakes. **AGILE PROJECT MANAGEMENT:** Managing project planning and execution, interim goals, role allocation. **LEADERSHIP:** Dealing with complexity, effective and goal-oriented facilitation, motivating, maintaining the overview.

Activity

CollaborationPuzzle is a team problem-solving task par excellence that raises key questions relating to our daily working lives, such as "How do we organize ourselves? How do we share information? How can we shape our strategy? How do we deal with mistakes? How do we stay focused on our goal?" The core aim of the learning project is to answer a very pragmatic question: How do we find

out the correct height of 8 rods inserted in a wooden pedestal? What at first glance looks simple is, on closer inspection, a much bigger challenge, because the rods are of different lengths and the holes are of different depths. At the same time, only one player may work on the set at any one time without any contact with the rest of the team. So what is the best approach for the team to take to complete the task?

How it's done

At the beginning, the group is faced with a puzzle. 6 of the 8 rods are not in the wooden pedestal, 2 are slotted in the set but are protruding at different heights. The aim is to get all of the rods into the correct position so that they have the same height. The team has a total budget of 100 work steps that it can use to find the solution. At the same time, the rules are very strict: Only one player is allowed to enter the working area where the pedestal is located and may only perform two work steps. He or she must then inform the team as precisely as possible of what he or she found out. What will be the best approach to take to reach the goal with the least work steps possible? The team will only succeed if all team members share information as precisely as possible and develop a suitable strategy together.



CollaborationPuzzle

📦 1 CollaborationPuzzle made of wood, consisting of 1 wooden pedestal and 8 wooden rods, 1 detailed instructions booklet.

Pack size: 16.5 x 22.8 x 1.9 in (42 x 58 x 5 cm). Weight: 8.36 lbs (ca. 2,9 kg). Supplied in a special handmade bag.

Best.-Nr. 1860

\$282.00*/£211.50*/€235.00* *(plus shipping and taxes where applicable)



THEMES & OUTCOMES

TEAMWORK: utilizing different perspectives and positions to achieve objectives; optimizing work processes; working towards a common goal; dealing with paradigm shifts and change, managing time pressure.

COMMUNICATING: targeted communication; exploring ambiguity of messages; exploring the sender-receiver topic; explaining one's personal "mental map."

PROJECT MANAGEMENT: Planning and performing projects; role allocation; milestones in projects.

LEADERSHIP TRAINING: Strategy; managing complexity; effective and goal-focused facilitation; motivation; maintaining the overview.

Activity

Team work would be so nice – if the others wouldn't make things so much harder for you! The reality is, however, that everyone in the team has his or her own way of seeing things. And if the team members don't manage to share their different points of view with each other, the lack of information inevitably leads to misunderstanding. – and, in turn, to inadequate coordination and to delays. In specific

terms this means that you need to communicate your perspective clearly and unambiguously and to really listen to your colleagues in order to fully understand where they're coming from. Because only excellent communication and coordination can lead to excellent results!

How it's done

Just like in the real world, building the FutureCity requires "Visionaries" and "Doers" to work well together. Each Visionary has a picture card containing the relevant information for their construction project, but they are not allowed to show their cards either to the other Visionaries or the Doers. The Visionaries must solely rely on clever communication to coordinate their plans with each other and with the Doers – because only the Doers are allowed to touch the building blocks they will use to construct the FutureCity. Only when all of the team members really coordinate properly with each other can the building project be constructed step by step according to plan. But, be careful, because the building blocks look different from the different perspectives. Just because the building block looks blue to one Visionary doesn't by any

stretch of the imagination mean it looks the same to another. This learning project is ideal for group sizes of 4 to 24 participants and can be adapted to suit the desired level of difficulty.

FutureCity

📦 36 multi-dimensional building blocks, photo cards, 1 detailed instruction manual. Pack size: 18,1 x 14,4 x 2,8 in (46 x 36,5 x 7 cm). Weight: 11,44 lbs (5,2 kg) incl. wooden case.

No. 1565

\$ 480.00* / £ 360.00* / € 400,00*

*plus shipping and taxes where applicable



METALOG® Training Awards 2019



METALOG® Training Gold Award

This year, the METALOG® Training Gold Award goes to the training department of Condor Flugdienst GmbH's Human Factors Training unit for their training concept "A Good Team

Guarantees a Safe Flight – Crew Resource Management Training with RealityCheck® and Complexity." Conducted every year for over 2,800 cockpit and cabin crew members by teams of trainers who themselves also work as flight crew, this highly impressive training concept is an outstanding example of modern-day safety culture training. The jury was impressed both by the excellent way the tools were embedded into the overall concept and how the interaction metaphors were transferred to the operational context. We would like to share with you selected extracts of their concept.

Crew Resource Management (CRM) training

CRM training is an integral part of the annual flight crew safety training program, which focuses on learning from mistakes and preventing accidents. The CRM training is mandatory for all flight crews as it is a requirement of the German Federal Aviation Authority. It encompasses technical aspects (extinguishing fires), predefined procedures (evacuation procedures) and interpersonal elements (awareness, communication, stress management, team work and leadership). As the contents of the training program are the same every year, in order to maintain the participants' motivation, the trainers use a range of instructional formats and methods to present the different topics they cover.

The training program consists of three days focusing on a variety of training topics. Day 1: first-aid training; day 2: CRM & security training; day 3: safety procedures.

METALOG® training tools were used for the CRM part of the training. This part is the core element of the safety culture on board at Condor and its reach stretches into all areas. Between 15 and 20 participants take part in each training program.

Training outcomes: The overarching goal is to ensure the safe and secure operation of flights with a crew of up to eleven. Being able to act quickly in complex and time-critical situations requires a shared mindset and a harmonized response. The focus of this year's series of training



Tobias Voss (right) awards Annette Schmidt and her Trainerteam the Metalog Training Award Gold 2019.

programs was, therefore, to raise our colleagues' awareness of changing perspectives in large teams and to turn the performance of predefined procedures into a hands-on experience.

The tools and their use in the training program: This year, two tools were used: RealityCheck® and Complexity.

RealityCheck® was used at the start of the training course – like a briefing – in order for the participants to reach a common understanding. It is a real "door opener" that leads directly into safety-related topics. The participants describe RealityCheck® as the gateway to a change in perspective that enables them to contribute their personal day-to-day experiences of safety-related matters. The realization that different ways of looking at procedures does not pose a threat, but rather leads to successful joint action, fully aligns with the basic premises of CRM safety culture. This positive experience carries the group through the rest of the day, motivates stimulating discussions, and enables them to identify safety gaps in teamwork and broaden their shared understanding.

Staging: After greeting the participants, they are presented with RealityCheck® in the form of a briefing. All participants come from different worlds and the aim is, within a short period of time (10 to 15 minutes), for them to develop a shared picture (flight) that will also withstand critical situations and enable them to act in a coordinated manner. The task is clearly defined: they are given a specific amount of time to develop a "coherent, connected picture story." This represents the safe, secure and punctual operation of a flight with happy passengers. The team players include not just flight crew but also ground ops, flight controllers, cleaning personnel, catering, and so on.

This is reflected in the picture cards, which each only reveal a small part of the story. What does the chameleon have to do with a supermarket...? This seeming incompatibility becomes apparent in everyday life, when, for example, the ramp agent wants the passengers to board, but the crew has not yet completed preflight preparations. Just like in the real world, such situations possess potential for conflict and can

lead to frustration and inner resignation. How will individuals deal with this and what impact will this have on the team as a whole? Who will initiate and structure the task? Will the managers participating in the different groups automatically take on this role in the activity? How well were individuals able to communicate their information? Did the participants listen to each other? Was everyone taken seriously? How do the groups react under stress? The feeling of success at the end – seeing the individual parts form a meaningful whole – repeatedly gives the participants a boost of enthusiasm throughout the day and motivates them to acknowledge different points of view and even to question their own opinions for the good of achieving the overarching goal.

The name given to **Complexity** during the training was “Just get in the air!” The tool was used at the end of the training day as a consolidating exercise and as a bridge to the procedural training that was to take place the following day. It directly mirrors day-to-day life in the air and powerfully illustrates the group dynamics that develop in a crew when the task is complex, procedures are not clear-cut and time is of the essence. The direct relevance to their work led the participants to safety-related topics, where they received direct feedback on the way they act

and recognized the benefits of all crew members adhering to predefined procedures, even when under pressure.

Staging: Just like in day-to-day airline operations, the groups receive written information at short notice on the key aspects of the upcoming flight or pending task. In the training, this is done through the use of prepared flipcharts. Each participant interprets the task and instructions in a slightly different way. It becomes clear which participants would like to have more information before they act and which participants “adapt” the rules slightly in order to achieve success.

The playing field with the plastic tiles represents the safe and secure frame that our procedures provide. The tiles stand for the tasks that are to be worked through in a structured way, just like our procedures stipulate. The not so clear-cut task represents unpredictable events and the question of how many rules we need in our work environment. What happens when these rules are interpreted differently or even ignored? The colleagues who entered the playing field within the dynamics of the activity were made aware of this possibility by the other participants. This demonstrates how the feedback culture is lived and understood.

The experience of how quickly routines develop and the feeling of success in mastering the task despite the time pressure reinforces the meaningfulness and purpose of the rules and regulations. By developing solution strategies together, the group is able to experience itself as a team and the training course is filled with momentum and fun. No sooner was the first round over than the activity was given a new name: in day-to-day flight operations, where time is a critical factor, you often hear, “Just get in the air!”

Reflection: The reflection phase focused on acceptance of differences, perception traps, different communication styles, situational awareness, decision making, conflict management and leadership behavior. These aspects embody all of the topics that are defined by the Federal Aviation Authority as key factors for safe and secure flight operations.

The key takeaway of the reflection phase was the importance of each individual person to the results: the realization that “we” begins with “me,” irrespective of position and experience. This realization led to the more dominant personalities taking a back seat and the quieter characters acting with greater self-confidence. Both tools complemented each other perfectly. The effect was so long-lasting that the activities were repeatedly referred to throughout the training day and also during the procedural training on the following day.

Conclusion: These two tools rewarded us with tremendous feedback from the participants. In particular, the hard-earned, positive experience of success gained through RealityCheck® demonstrated how important the role of each individual – from the newest flight attendant to the most experienced captain – in a team is. The question that repeatedly came up of how necessary it is to adhere to procedures in a “high risk environment” was answered by the participants themselves through their work with Complexity. In particular, in this year’s series of training programs, the trainer team experienced how important it is to provide space for group dynamics and not have to comment on everything that is said.



Submit your entry to the METALOG® Training Awards 2022!

The three most outstanding concepts will be awarded the METALOG® Training Award categories of bronze, silver or gold. The winners will receive an award and a METALOG® training tools shopping voucher worth €100, € 300, or € 500.

If you want to know more about how to enter and our selection procedure, you can contact us by email or give us a call:

sales@metalogtools.com
Tel.: +49 8142 44 11 400

RealityCheck

Zoom between worlds

👤 (min/opt/max) 15/16/16 (max 32 for RealityCheck DP)

🕒 (not including review) 10–15 minutes

📍 dependent on size of group, minimum 130 sq ft (40 m²)



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 \$ 118.80* / £ 89.10* / € 99,00*

RealityCheck 2

No. 1529 \$ 118.80* / £ 89.10* / € 99,00*

RealityCheck double pack 1 + 2

No. 1542 \$ 216.00* / £ 162.00* / € 180,00*

*plus shipping and taxes, where applicable





Video online



Trainer level



Group level

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

**The Band**  1 lycra cloth

– choose from three different lengths:

Standard 15 ft (4,5 m), 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** \$ 342.00* / £ 256.50* / € 285,00***XXL (red)****No. 1541** \$ 394.80* / £ 296.10* / € 329,00***mini (green)****No. 1563** \$ 276.00* / £ 207.00* / € 230,00*

*plus shipping and taxes where applicable

👤 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)

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 100 ft (30 m). Only with efficient team choreography will the team succeed.



ScenarioCards 1

Team & Organization

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.

THEMES AND OUTCOMES

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 ...”)

👤 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.

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 **\$ 150.00* / £ 112.50* / € 125,00***

ScenarioCards 1 & 2

📦 2 x 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).

No. 1867 **\$ 288.00* / £ 216.00* / € 240,00***

*plus shipping and taxes where applicable



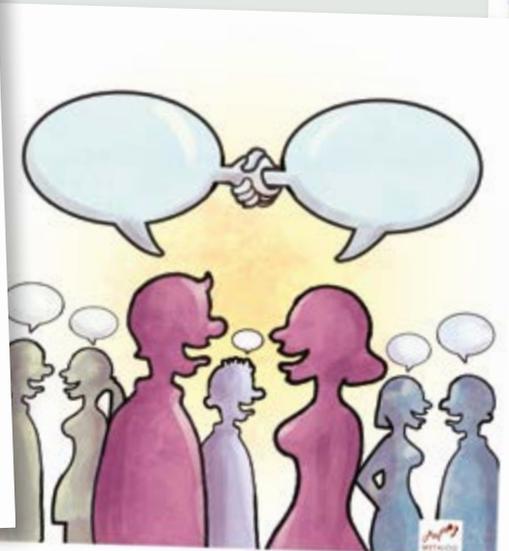
Detailed instructions on
www.metalogtools.com



Trainer level



Group level



👤 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.



◆ Trainer level
 ● ○ ○ Group level

Detailed instructions on www.metalogtools.com

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.



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 pacemakers” 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

\$ 150.00* / £ 112.50* / € 125,00*

ScenarioCards 1&2

📦 2 x 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).

No. 1867

\$ 288.00* / £ 216.00* / € 240,00*

*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

\$ 900.00* / £ 657.00* / € 750.00*

*plus shipping and taxes where applicable



PerspActive

Seeing from all sides

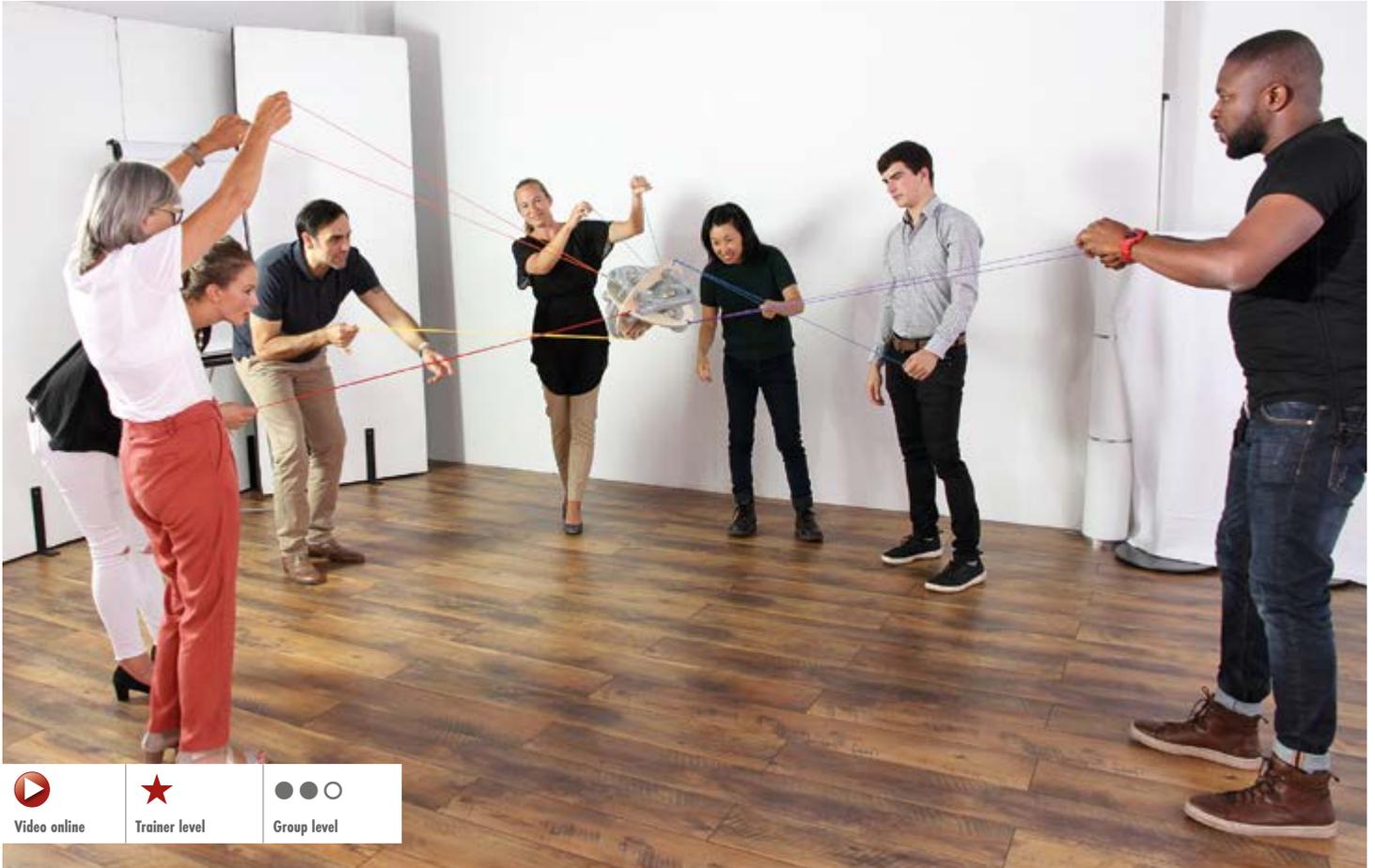
👤 (min/opt/max) 5/12/12
⌚ (w/o reflection) 10–25 minutes
📏 area of approx. 320 sq ft (30 m²)



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

Activity

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?"

How it's done

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

\$ 378.00* / £ 283.50* / € 315,00*

*plus shipping and taxes where applicable





Business Practice Report:

The Harvard Model & HeartSelling

From classic seller-customer relationship to strategic partnership

By Melanie Martinelli

Client: Medical product manufacturer operating in the pharmaceuticals sector

Group size: 12 scientists from Germany and Austria

Program: “Collaborative Engagement, Strategic Partnership”

Duration: 2-day training; one year later, 2-day refresher module

Background

As part of a change process program relating to sales strategies, the aim was for employees with a scientific background (so-called medical researchers) to accompany the sales representatives to meetings with the customers, medical professionals working in oncology, on specific medical products, and to provide expert advice. The goal was to move away from the classic buyer-seller relationship and work toward a strategic partnership.

As the medical researchers have detailed knowledge of both the effects and side effects

of the products, they are best placed to answer the medical professionals’ questions. However, because they come from a scientific background and their work has previously been primarily of a data-driven nature, they are to receive support in developing their sales skills. To do so, we developed a 2-day training seminar called “Collaborative Engagement, Strategic Partnership” based on the Harvard Negotiation Model.

Refresher module with HeartSelling

We decided to use HeartSelling to kick off the follow-up module in which the topic was to be consolidated. The aim was to repeat, while at the same time enable the learners to actively experience, the contents of the practice-related aspects of the Harvard Model taught in the first part of the training program.

Duration: 45 min HeartSelling, 2.5 hours reflection, followed by role plays to consolidate the Harvard elements.

Staging

“As you know, a year ago we spent two training days in each other’s company. Now we have two more days to delve even deeper into the topic. At first, it is important to ask: What has happened since the first training module? What now works well? Where are there questions and issues or need for further practice? In order to make it easy for us to really get into the topic in a playful way as well as to tease out one or two other points, we will kick off with a simulation relating to the topic. I’m sure you will immediately recognize a lot of aspects from your business lives and, of course, also from the first module....!”

Reflecting on key areas through appropriate questions

Which elements of the Harvard negotiation model were important?

Did you experience the Harvard Model more in terms of a “collaborative mindset” or more of a “competitive mindset”?

Did you try to understand the interests of the other team? Or did you go to market only with your own interests in mind?

How open were you toward the other teams? That is, which information did you share or hold back?

Reactions of the group

All participants said their experience of the learning project was very positive and was very conducive to deep reflection. For the very scientifically oriented group, it was a true “aha moment” for them to realize they could learn so much through a game. As the first training module was more cognitive and heavy on theory, the participants were surprised how much fun and excitement they experienced doing HeartSelling at the beginning of the refresher module.

It was clear that, although the theory behind the Harvard concept formed the basis, individual mindset, in particular, plays a key role in how the concept is experienced in reality. As HeartSelling is like a mirror on reality, authentic behavior comes to the fore, helping each participant to see clearly how he or she “ticks.”

The role that transparency or lack of transparency plays also became clear. The group with information about the heart shape decided to withhold this information from the other group during the learning project. The participants then realized that, in their professional lives, such as when they receive new data, they tend to “keep it up their sleeve” like a joker instead of directly discussing it with the medical professionals, something that would help both sides. The group was struck about how more transparency in terms of information brings true added value.

What the trainer learned

Although it would be easy to think that HeartSelling is only suitable for classic selling scenarios, I was truly surprised at how deeply one can delve into a range of related topics (such as negotiating and strategic collaboration). Indeed, the Harvard method is somewhat more demanding and more complex, so that in-depth reflection is possible. I was particularly struck about how the topics of mindset and attitude enabled them to address their experiences. It

was also easy for me to establish a link between the simulation and the overall theoretical framework, particularly also because the participants were not typical sales people.

Of course, there is often a lot more to selling – and HeartSelling enables you to explore all aspects, both overt and covert. For example, the sales process can be structured like a bazaar: the other person makes an offer, I make a counter-offer and, in the end, we meet in the middle. Or, by way of contrast, I try to creatively develop added value for all parties involved. I was surprised at how many possibilities there were for getting the most out of the tool. It was also clear to me that HeartSelling is excellent for reviewing, that is, for repeating content.

Collaborative Engagement: the seven elements at a glance

Introduction

The seven elements are a conceptual approach that helps us to be more cooperative in how we structure, prepare, conduct and follow-up on our discussions (with colleagues, external stakeholders and clients). The seven elements encourage us to be more open in our approach and more creative in finding solutions, to ask more specific questions, to listen more attentively and to plan more strategically. The method behind the seven elements of Collaborative Engagement was originally derived from the Harvard Negotiation Project.

The seven elements are

1. **Communication**
2. **Relationship**
3. **Interests**
4. **Options**
5. **Legitimacy**
6. **Alternatives**
7. **Commitment**

Communication

Intention: Letting the person you are talking to know that you understand him or her.

Question: Am I prepared to actively listen and ask questions?

We frequently have different perceptions about what we want to achieve.

Actively strive to find out what the perceptions of others are and understand what they see and why they see it that way.

It is not a question of necessarily agreeing with the other side, but of communicating with them in such a way that they feel that you are really listening to them, that you have understood them and recognized why they see things in a particular way.

Even if you don't agree with each other, you should acknowledge each other's point of view so that you understand each other.

Summary: Talk, listen, sound out perceptions.



HeartSelling, see p. 24-25

Relationship

Intention: To build an unconditionally constructive relationship.

Question: Am I prepared to go down this path, even if it gets difficult? Am I prepared to achieve what we all want?

“Unconditionally constructive” means to only do what is good for the relationship and for everyone concerned – irrespective of whether the other side also does the same.

Be authentic. Be yourself.

Be open: Let yourself be persuaded and do not shy away from showing your motives.

Build trust: Will you lay your cards on the table?

Show respect: Acknowledge each other’s point of view.

Summary: Establish unconditionally constructive trust

Interests

Intention: Know what is important for others and be prepared to let others know what is important to you.

Question: Do I really know what is going on inside the head of the person I am talking to and what is influencing his or her behavior? And am I prepared to let him or her know what my motivations are?

“Interests” mean needs, concerns, goals, hopes and fears. We have both personal and business interests. How well do we know the interests of our clients?

If we want to truly understand others, the superficial conversations that we generally have are not good enough. Successful collaboration means truly understanding the motivation of the other person and also being prepared to share what motivates us.

Without this information, it is difficult to find effective solutions that best meet the needs, concerns, goals, hopes and fears of our clients.

Summary: What is important? Try to find out what the personal and business needs, concerns, hopes and fears of the other side are.

Options

Intention: To create as many options as possible that take the interests of both parties into account.

Question: What are the different possibilities to best achieve the true goals of those involved? What solutions are there that address the needs, concerns, goals, hopes and fears of all involved?

Creating value means creating something that previously did not exist. The more interests I cover in our meeting, the more value I generate and the more valuable I become.

Sometimes the ideas are further refined over several rounds of talks. In order to establish which interests we have not yet covered, it can be very useful to ask the other side to criticize our suggestions. Collaboration with a larger team can generate ideas that one would not have thought of oneself.

Summary: Interests-based added value for both parties

Legitimacy

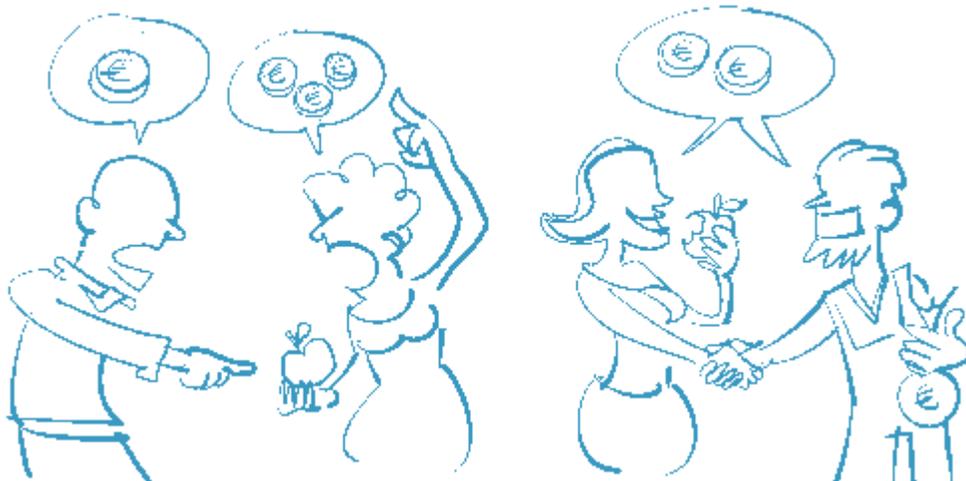
Intention: Ensuring that what we do is fair, advisable and reasonable for everyone concerned.

Question: What criteria do I use to ensure that everyone has the feeling that what we are doing, or will do, is fair?

For most people, fairness is an important motivator. However, we may sometimes have to appeal to objective standards in order to agree on what fair is. We don’t all share the same opinion about what constitutes fairness in any one particular situation. Referencing a neutral standard can make it easier to talk about what fair is when there are different options available.

Some fairness standards are potentially more persuasive than others. Ask yourselves what is fair for you and at the same time fair for me? Be open in your discussions, allow yourselves to be persuaded.

Summary: Fairness standards.





Alternatives

Intention: Protecting our interests even when the other side does not agree with us.

Question: Do I know what my best alternative is, and am I willing to discuss it?

It is best not to discuss alternatives in a threatening atmosphere, but rather in a supportive one. An alternative is something that safeguards my interests as much as possible but does not satisfy the interests of the other side.

Alternatives are frequently addressed during negotiations. When you know what your alternatives are and, if necessary, present your best alternative,

this may get stalled talks moving again. It is also important to know the alternatives of the other party and, in particular, their best alternative.

In order to get talks moving again, ask how well the alternatives satisfy the other party's interests. Use the discussion about alternatives to jointly find options that are better than the alternatives.

Commitment

Intention: Complete clarity about who will do what and by when in order to fulfill what we agreed.

Question: What commitments can I take on and what commitments do I expect others to take on?

Be realistic when considering what your next steps will be. If each party has unrealistic commitments, implementation of the agreement could easily fail. For this reason, you should ensure that all commitments are proportionate to achieving the envisaged goal.

When discussing the commitments, you should clarify right at the outset that they need to be realistic, proportionate, and feasible. The details can be worked out later. The quality of the success you want to achieve depends on how decisively you act.

Summary: Clear, realistic; agree practical next steps.

Melanie Martinelli is Co-Founder and Director of The Learning Gym Ltd in Bangalore, India, and in Hong Kong. Originally from Switzerland, Melanie has gained more than ten years' experience in the international training industry, and both she and her team are passionate advocates of the experience-oriented learning philosophy. She is a highly-experienced user of METALOG® training tools, works with Accelerated Learning and is, of course, certified in the Kirkpatrick Model.





👤 (min/opt/max) 8/16/24

🕒 (not including review) 30–45 minutes

📏 approx. 160–300 sq ft (50-100 m²),
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

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

\$ 834.00* / £ 625.50* / € 695,00*

* plus shipping and taxes, where applicable

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 intelli-

gent 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

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.





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 **\$ 414.00* / £ 310.50* / € 345,00***

*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.

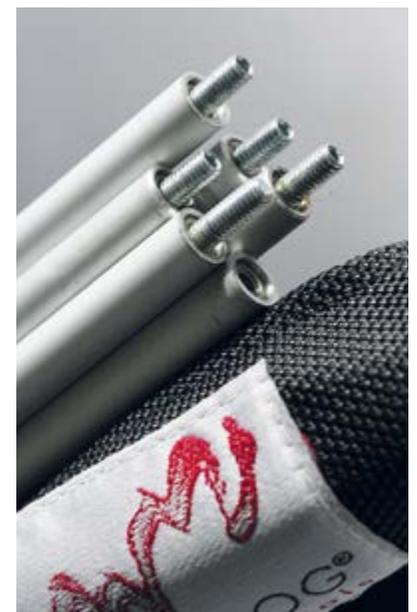
FloatingStick

📦 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

\$ 187.20* / £ 140.40* / € 156,00*

*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 m²), 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

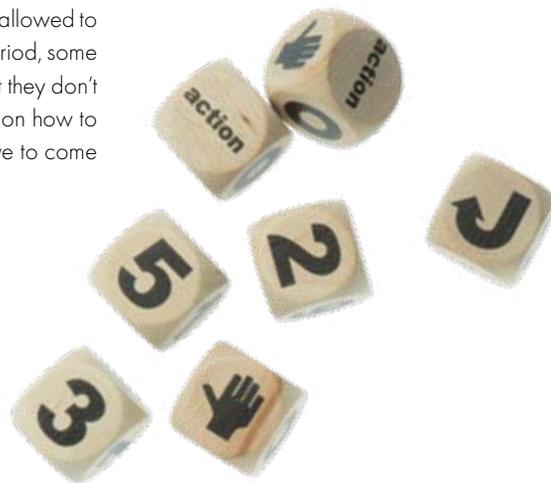
Activity

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.





 Video online	 Trainer level	 Group level
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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 \$ 322.80*/£ 242.10*/€ 269,00*

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 \$ 534.00*/£ 400.50*/€ 445,00*

*plus shipping and taxes where applicable



Communic8

More than just dialog



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"



👤 (min/opt/max) 8/16/16

🕒 (not including review) 20–40 minutes

📏 at least 100 sq ft (30 m²) and a table of at least 31.5 x 31.5 in (80 x 80 cm)



Magnetic plate!

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

**\$762.00*/£571.50*/
€635.00***

*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.

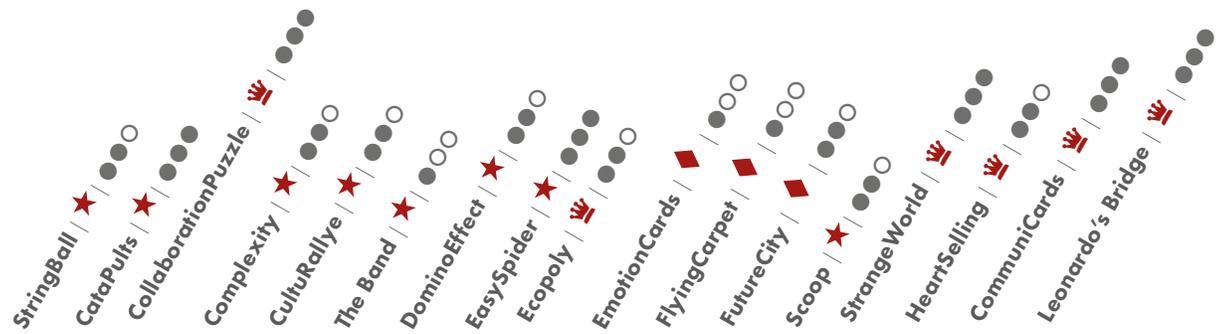
How it's done

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".



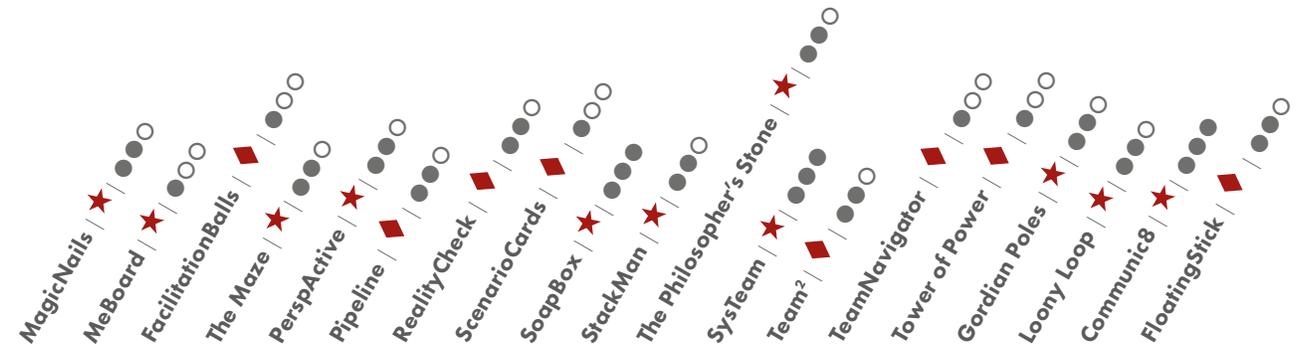
	StringBall	CataPuts	CollaborationPuzzle	Complexity	CultuRallye	The Band	DominoEffect	EasySpider	Ecopoly	EmotionCards	FlyingCarpet	FutureCity	Scoop	StrangeWorld	HeartSelling	CommuniCards	Leonardo's Bridge
Agile Transformation	✓		✓	✓	✓	✓	✓		✓		✓		✓		✓	✓	✓
Team	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Change	✓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

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

<p><u>Trainer skill level</u></p> <p>◆ Fan</p> <p>★ Practitioner</p> <p>👑 Professional</p>	<p>Practical experience of Experience-Oriented Learning (EOL) projects:</p> <ul style="list-style-type: none"> • Introducing and staging • Intervention during the Performance stage • Reflection skill 	<p><u>Group experience level</u></p> <p>● ○ ○ Low</p> <p>● ● ○ Medium</p> <p>● ● ● Challenging</p>	<p>The group's level of experience includes</p> <ul style="list-style-type: none"> • Use of communicative skills, • Use of creative problem-solving strategies, • Coping with time pressure, etc.!
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Book: **The METALOG® – Method**

“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



Tobias Voss
Transform Your Training.
The METALOG® Method

Transform Your Training.

The METALOG® Method

By Tobias Voss

132 pages, with illustrations

No. 1544

\$ 28,00* / £ 21,00* / € 23,33*

*plus shipping and taxes, where applicable

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**



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

StackMan

Coordination for Performance

👤 (min/opt/max) 5/15/15

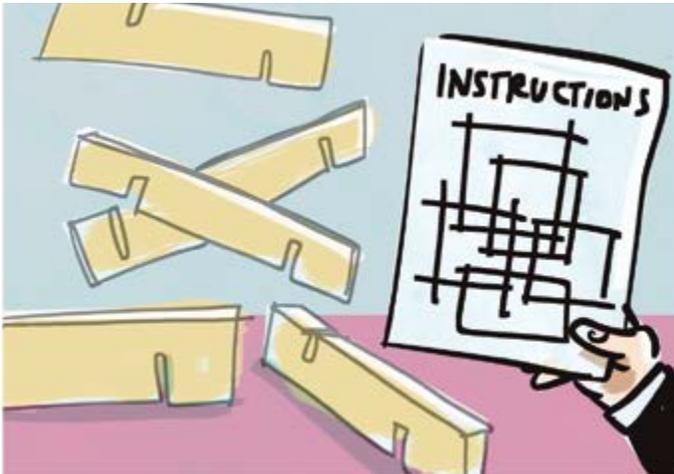
🕒 (not including review) 30–45 minutes

📏 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 **\$348.00*/£261.00*/€290,00***

*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 m²), optimum is 160–320 sq ft (50-100m²)



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 **\$ 636.00* / £ 477.00* / € 530,00***

*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 \$ 260.40* / £ 195.30* / € 217,00*

*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 m²) 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

SoapBox BasicSet

Contents: 3 construction sets each for 1 vehicle for working in three teams, 1 detailed instructions manual. Pack size each: 43.3 x 18.99 x 14.57 in (110 x 48 x 37 cm). Weight: approximately 78.3 lbs (35,5 kg). Delivered in three fabric bags.

No. 1536 **\$2,520.00*/£1,890.00*/€2,100,00***

SoapBox ExtensionSet

Contents: 1 construction set for 1 additional vehicle. Pack size: 43.3 x 9.45 x 5.12 in (110 x 24 x 13 cm). Weight: approximately 26.5 lbs (12 kg). Delivered in a fabric bag.

No. 1537 **\$930.00*/£697.50*/€775,00***

*plus shipping and taxes, where applicable

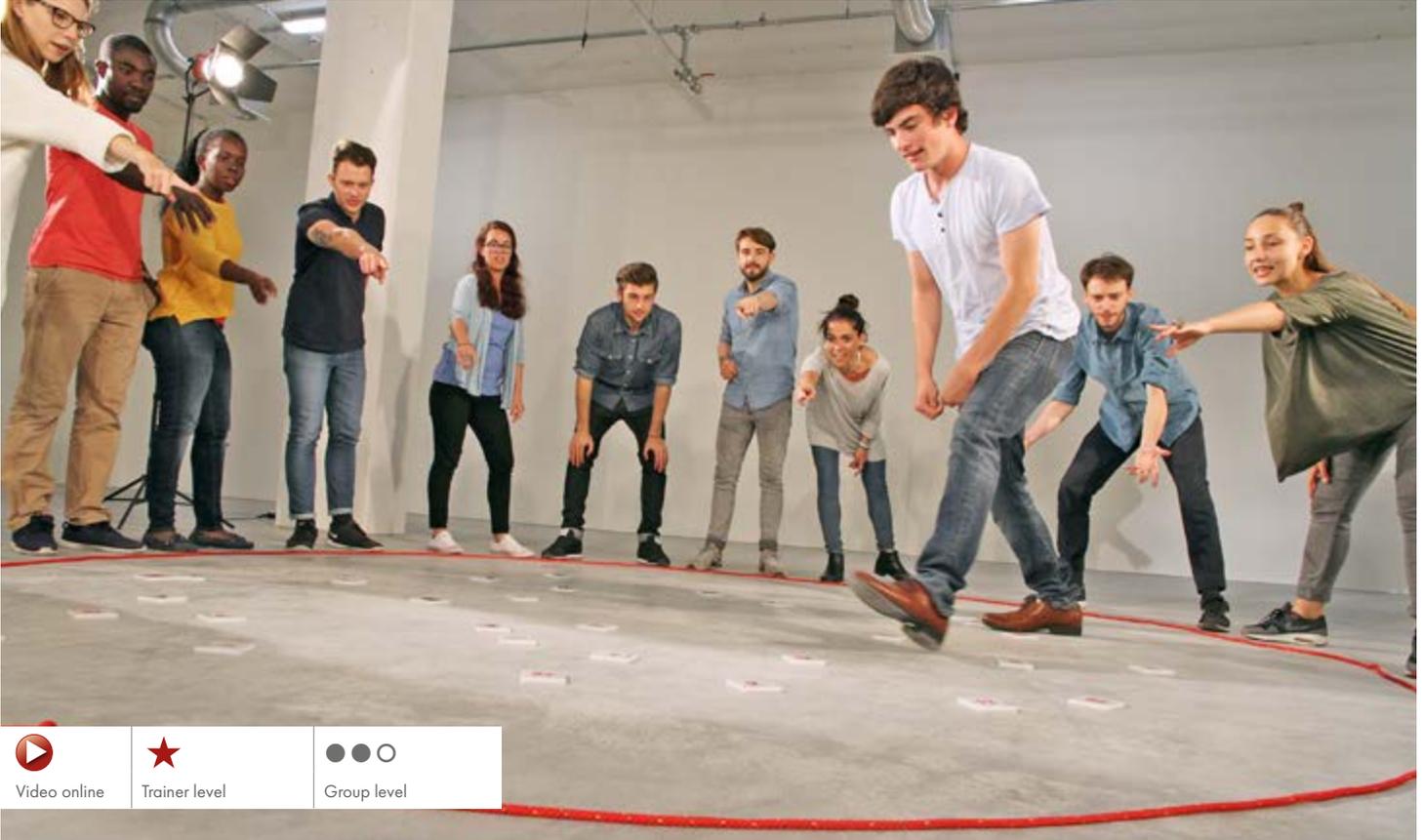
Activity

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.





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

\$ 474.00* / £ 355.50* / € 395,00*

*plus shipping and taxes, where applicable



Getting it right from the start:

How do I explain what I do to the client?

Designing assignments for team development processes using METALOG® training tools

By Tobias Voss

And here we are again: the client is “threatening” you with an assignment. As wonderful as this prospect may seem, on closer inspection, it opens up a can of worms. Who doesn’t know that wonderful feeling of being entrusted with the prestigious task of working with a team? The consultant ego is glowing with pride because the client trusts us, and this tends to lead us to simply say yes to everything. But experience in the field shows that assignments sometimes contain concealed traps that are worth closer scrutiny. On top of this, winning a new assignment is the perfect moment to inform our clients about how we work and explain why it makes sense to work with tools.

By Tobias Voss

Some typical assignment traps

Over-ambitious goals

Because there is not normally a substantial budget available, the client would like the team development program to be carried out in a very short time (such as in a half-day workshop). Of course, the client still expects the same results that would be achieved in a two-day team development workshop or seminar. This is where the warning lights should start flashing red, because we are supposed to “convert” such excessive expectations into achievable goals. This is where transparency is particularly useful, as I describe later on in this article. As a rule, I recommend lowering the client’s expectations so that you can impress your client

in the end by providing an excellent process that exceeds the goals you set. This will enable you to make your client happy.

Unclear goals

Voices can be heard coming from the team, saying such things as “Why are we doing team

Dilemmas

During the meeting in which you and the client clarify the content and goals of the assignment it becomes clear that the assignment constitutes a classic dilemma. The manager says: “Do team development with my team because they aren’t working properly.” A representative of the team says: “We think the boss should have one-on-one coaching, because he is unbearable.”



Team development often involves connecting two cultures in new and unusual ways. Image from ScenarioCards 2, p. 15

development?” or “But we don’t have any problems!” Often, the decision to do team development comes from higher up the chain of command. The trainer is then forced into the role of having to “sell” the process to the team – in the worst case even in the absence of the management.

A selection of strategies for dealing with assignment traps

Establish a sense of purpose and get the client on board

It is important to get the highest level (in terms of hierarchy) client on board. This person should formulate in the most transparent way possible what he or she sees as the relevant reasons for the team development assignment. Next, the client, the team and the consultant collaborate to develop a way forward that makes sense and is acceptable to all involved. This can be called a “team development workshop” or also have a completely different name that all parties consider consistent and that dovetails with the jointly defined process.

Using this way of moving forward, for example, an industrial client of mine created the term “team workshop,” which everyone involved was happy with. After this joint creative naming process, the company employees were also motivated to work with the management

on the assignment design process. This led the mid-level management to recognize their own need for support and, as a result, the “leadership workshop” was created.

Explaining working methods to establish purpose and motivation

As they do not yet know us very well as trainers and consultants, the relationship with clients is at first often fragile and the first task is for us to establish trust. One key way to establish trust should, therefore, be transparency in communication. In concrete terms, this means that we should explain our working methods during the assignment design meeting along with the principles underlying these methods. This is the ideal point at which you can introduce the work you do with the tools.

The reason why this approach is also effective is because it brings more authenticity into the assignment design process. If the trainer is transparent about his or her true motivation for working in a specific way, it will be easier to understand why he or she works the way he or she does. This makes it possible to easily avoid the previously mentioned assignment traps.

An example:

Trainer: “I would like to propose that we work with interaction activities.” In this photograph, you can see a team of leaders who I worked with last week. Not only did they have a lot of fun, but they also saw themselves in a completely different light. The advantage of this way of working is that communication and relationships can be quite concretely and objectively shown. At the same time, everything happens like in an experimental room. This means that, if one way of working doesn't lead to success for the team, it is possible to change the strategy and redistribute roles to see whether something else will be more successful. And, as I understand you, this would be a way of working that could be particularly useful to you in your professional lives. After the interaction activity is completed, everyone reflects on what they experienced together. With the team, we look at what we can take away and what is useful for Monday morning. Because that's what we want, isn't it? For there to be a difference on Monday morning!”

Client: “Okay, I understand. And what does

that mean for our daily routines?”

Trainer: “For example, this is what the process that we will work through together could look like ...” (Trainer presents a rough overview of the way the day will pan out).

Half a day?

Client: “Unfortunately, we can only do a half-day team development workshop.”

Trainer: “Okay, I understand. However, this also means that we are not talking about team development, but at most about a short event, because there's not a lot that can be developed in half a day. How about if we use the half day to find out what the team really needs? At the same time, you can get to know me and the way I work.”

Client: “Okay, that sounds good ...”

No time

Client: “Unfortunately, I won't have any time to attend the team development workshop myself...”

Trainer: “In my experience, it makes sense for you as leader to participate in the team development workshop, because you are the actual client. This will allow you to see everything that is going on and you can help shape the direction in which the process moves. As I understand it, the aim for this training is for it to be effective. At the same time, I can give you feedback so that you can be even more effective as a leader in your daily business life. How does that sound to you?”

Client: “Okay, I need to think about it ...”

Definition of your own role

Another effective way to establish expectations in your client that are conducive to achieving the goal is to define your role as trainer. For example: “I will help you to look at your day-to-day situation in an alternative way;” “I will contribute new ideas and insights;” “I will give you feedback;” “I will help you to activate hidden resources;” “I will support you in developing achievable goals.”

However, you should also communicate the role

that you will not take, that is the role of healer, magician, sounding board for every problem, and so on.

At the same time, through defining your role, you as trainer are in the position to make healthy communication offerings and to act as a communicative role model.

The freedom to turn down the assignment

I think I have clearly set out how important it is for the trainer to communicate transparently and, ideally, to act from a position of personal strength. Of course, we as trainers have our own needs for the consulting setting. If these needs, such as the right location, a suitable duration for the process, support from other parts of the system in achieving the goal and, last but not least, the fee to be paid are not fulfilled, we should feel free to turn down the assignment. It is amazing how often my rejection of the client's conditions causes absolute astonishment in the client, connected with a reprioritization of the decision on the team development workshop!

Find out more about the topic in:



Transform Your Training.

The METALOG® Method

By Tobias Voss

No. 1544

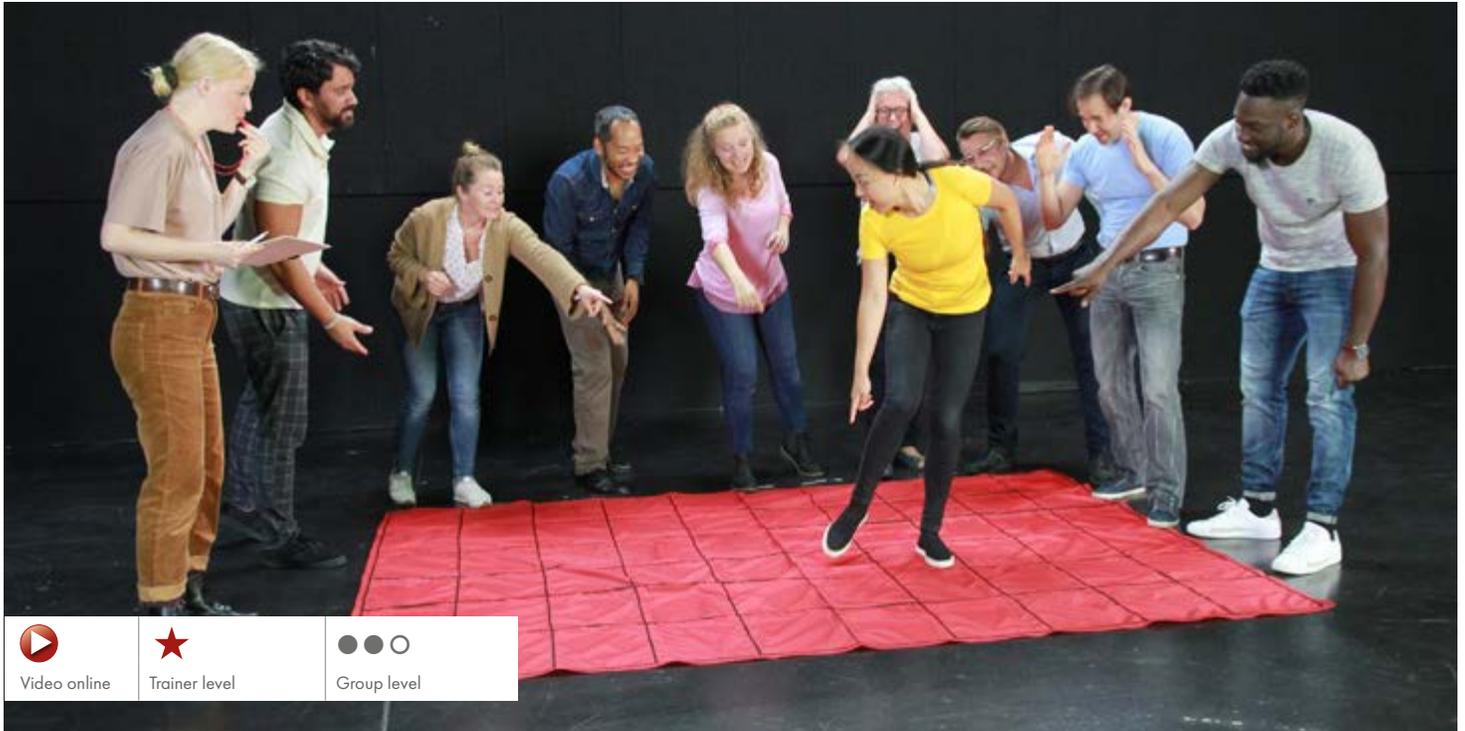
\$28,00* / £21,00* / €23,33*

*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)



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 **\$ 474.00*/£ 355.50*/€ 395,00***

*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 \$ 68.60*/£51.54*
€ 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 \$ 68.60*/£ 51.54*
€ 57,17*

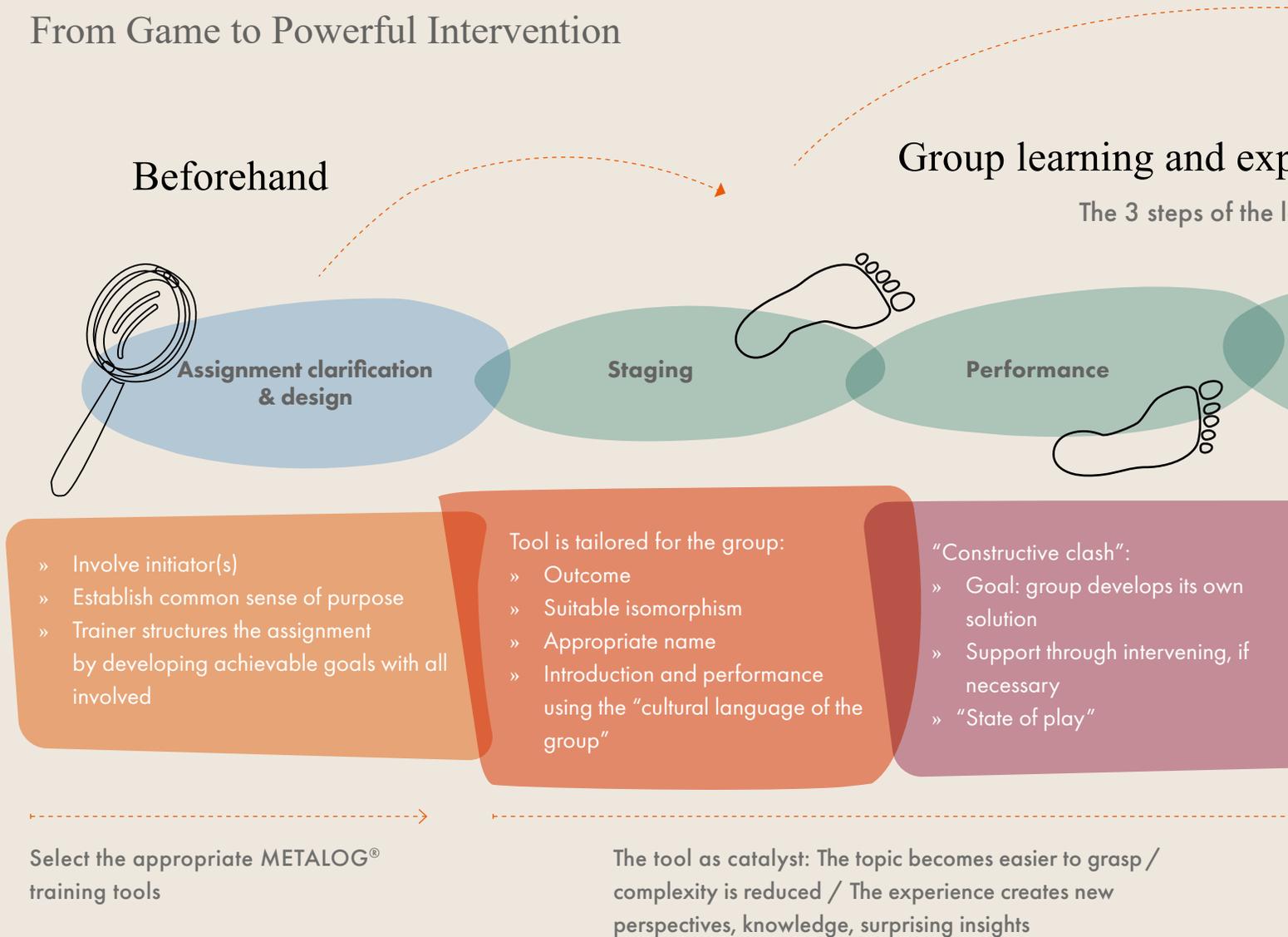
Double pack 1 + 2

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

*plus shipping and taxes, where applicable



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.

Ecopoly

The win-win deal

👤 (min/opt/max) 6/12/15

🕒 (not including review) 45 minutes

📏 depending on group size, minimum however of 160 sq ft (50 m²)

Product is currently being further developed



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. egoism
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

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 11.02 x 15.75 in (59 x 28 x 40 cm). Weight: 34.17 lbs (15,5 kg). Supplied in 3 fabric bags.

No. 1554 \$ 1,500.00* / £ 1,125.00* / € 1.250,00*

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 4.13 x 17.72 in (63 x 10.5 x 45 cm). Weight: 12.1 lbs (5,5 kg). Supplied in a fabric bag.

No. 1555 \$ 510.00* / £ 387.00* / € 430,00*

*plus shipping and taxes where applicable



Team²

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)



Video online



Trainer level



Group level

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

Team²

📦 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

\$ 342.00* / £ 256.50* / € 285,00*

*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 Team² 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.



METALOG® training tools – manufactured in Caritas sheltered workshops

For many years, METALOG has enjoyed a successful business partnership with a number of Caritas sheltered workshops. When the company first started out, however, company founder Erwin Voss manufactured the tools himself. Gradually, it became more and more difficult for him to manage the large number of orders he received. So, he went in search of a suitable joinery and, during his vacation in 2004, he discovered Caritas' woodworking shop in Pocking. This workshop is now where we manufacture the steadily increasing number of units we sell of our highly popular tool, Tower of Power.

Shortly after discovering Caritas Pocking, Erwin Voss attended a skilled crafts trade fair, where he began the first of a series of intensive discussions with Alois Thoma, the manager of the Caritas workshop in Fürstenfeldbruck. Since then, these two men have significantly developed the number of handmade METALOG® training tools produced in these workshops. In the meantime, the sheltered workshops of Caritas Fürstenfeldbruck not only produce tools in wood, but also in metal.

METALOG ensures that the workshops' order books are constantly full. Depending on their knowledge and skills, the workshop employees are given a wide range of opportunities to participate actively in the world of work as well as in a team. We also produce our latest tool, FutureCity, in the workshops, exclusively using locally-sourced wood and materials. The METALOG® training tools made there every day are then transported to METALOG's logistics center, from where they are distributed to our customers around the world.

It fills us with pride to look back on our long-standing, stable partnership with the Caritas workshops and we look forward to continuing this fruitful cooperation in the future.

METALOG® was awarded the *Sustainable Development Award of Agenda 21*.



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 m²) – the groups are not allowed to either see or hear each other. Both rooms should be near to each other



Video online



Trainer Level



Group Level

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

\$ 180.00* / £ 135.00* / € 150,00*

*plus shipping and taxes where applicable



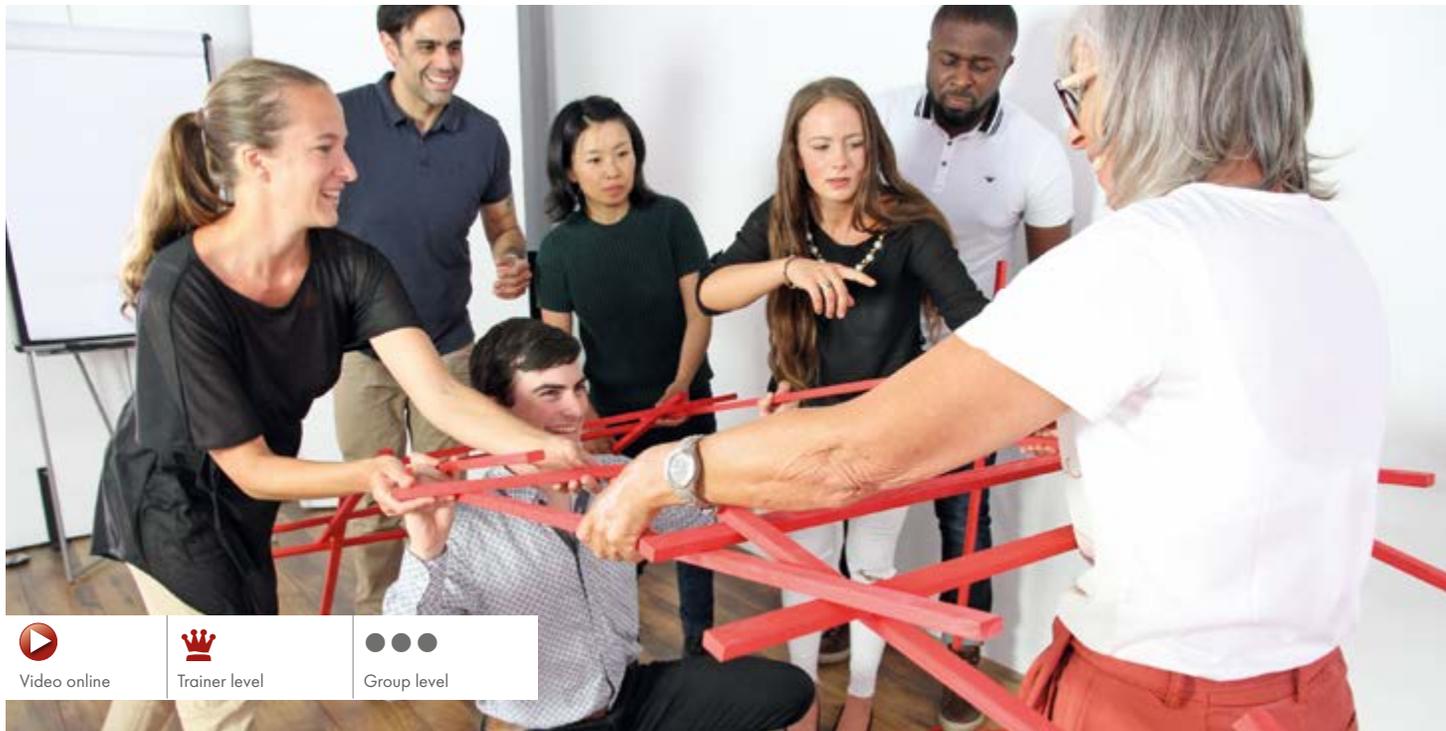
Leonardo's Bridge

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 **\$ 450.00* / £ 337.50* / € 375.00***

*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

\$ 838.80* / £ 629.10* / € 699,00*

*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 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

\$354.00*/£265.50*/€295,00*

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

\$474.00*/£355.50*/€395,00*

*plus shipping and taxes where applicable



1

👤 (min/opt/max) 5/10/20
⌚ (not including review) 5–20 minutes
📏 100 sq ft (30 m²)



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.

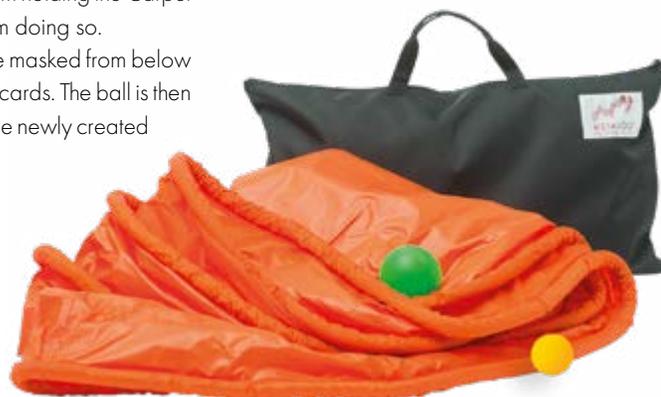
Marked. Some of the holes are masked from below with round, labeled facilitation cards. The ball is then to be transported from one of the newly created positions to the other.

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 **\$ 402.00* / £ 301.50* / € 335,00***

*plus shipping and taxes where applicable



Scoop

So how's your team today?

👤 (min/opt/max) 6/14/16
 ⌚ (not including review) 15–20 minutes
 📏 30 x 30 ft (10 x 10 m)



THEMES & OUTCOMES

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

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 **\$ 184.80*/£ 138.60*/€ 154,00***

*plus shipping and taxes, where applicable

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.



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.



★ Trainer level ●○○ Group level

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

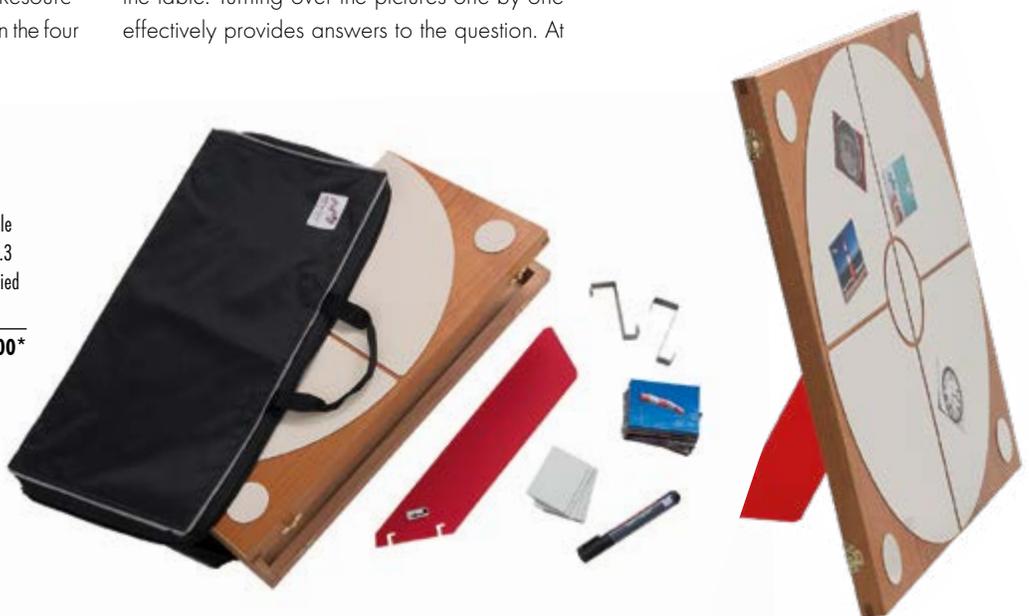
You can work with the MeBoard either on a table or on a flip chart/door.

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 \$702.00*/£526.50*/€585,00*

*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* / € 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 **\$ 4.80* / £ 3.60* / € 4,00***
10 /unit **\$ 4.50* / £ 3.38* / € 3,75***

*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. His/her



Trainer level



Group level

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 **\$ 7.20* / £ 5.40* / € 6,00***
(10+ /unit) **\$ 6.60* / £ 4.95* / € 5,50***

*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

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

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

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 11cm). Weight: 0.4 lbs (200g).

No. 1531

\$ 54.00* / £ 40.50* / € 45,00*

*plus shipping and taxes where applicable



MagicNails – Impossible? Think again!

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

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.

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 11cm). Weight: 3.3 lbs (1,5 kg) incl. box. Shipped in a wooden case, which doubles up as the base for the activity.

No. 1512

\$ 118.80* / £ 89.10* / € 99,00*

*plus shipping and taxes where applicable



Trainer level



Group level

Rope



Easy handling synthetic rope for numerous outdoor activities.

Rope

No. 1514
(49.2 ft/15m) **\$ 54.00* / £ 40.50* / € 45,00***

No. 1515
(82 ft/25m) **\$ 90.00* / £ 67.50* / € 75,00***

No. 1516
(164 ft/50m) **\$ 180.00* / £ 135.00* / € 150,50***

*plus shipping and taxes where applicable

Invoice details

Organization

Contact person

Address

City/County/Postcode

Phone

Email

Delivery address if different

Article	Order No.	USD	GBP	EUR
Order free catalog		0.00		
Blindfolds/10+	1518	7.20/6.60	5.40/4.95	6,00/5,50
Book: The METALOG® Method	1544	28.00	21.00	23.33
CataPults Basic Set	1554	1500.00	1125.00	1250,00
Catapults Extension Set	1555	510.00	387.00	430,00
CollaborationPuzzle	1860	282.00	211.50	235.00
Communic8	1813	762.00	571.50	635.00
CommuniCards	1505	414.00	310.50	345.00
Complexity	1538	474.00	355.50	395.00
CultuRallye	1804	322.80	242.10	269.00
CultuRallye XXL	1850	534.00	400.50	445.00
DominoEffect	1810	636.00	477.00	530.00
EasySpider	1517	354.00	265.50	295.00
EasySpider frame	1522	474.00	355.50	395.00
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	68.60	51.54	57.17
FacilitationBalls 2	1811	68.60	51.54	57.17
FacilitationBalls Double pack	1812	120.00	90.00	100.00
FloatingStick	1506	187.20	140.40	156.00
FlyingCarpet	1855	402.00	301.50	335.00
FutureCity	1565	480.00	360.00	400.00
HeartSelling	1803	834.00	625.50	695.00
Leonardo's Bridge	1526	450.00	337.50	375.00
LoonyLoop/10+	1513	4.80/4.50	3.60/3.38	4.00/3.75
MagicNails	1512	118.80	89.10	99.00
MeBoard	1815	702.00	526.50	585.00

Article	Order No.	USD	GBP	EUR
PerspActive	1570	378.00	283.50	315.00
Pipeline	1530	260.40	195.30	217.00
RealityCheck 1	1508	118.80	89.10	99.00
RealityCheck 2	1529	118.80	89.10	99.00
RealityCheck 1+2 Double pack	1542	216.00	162.00	180.00
Rope 49.2 ft (15 m)	1514	54.00	40.50	45.00
Rope 82 ft (25 m)	1515	90.00	67.50	75.00
Rope 164 ft (50 m)	1516	180.00	135.00	150.50
ScenarioCards 1: T & O	1865	150.00	112.50	125.00
ScenarioCards 2: S & D	1866	150.00	112.50	125.00
ScenarioCards 1&2	1867	288.00	216.00	240.00
Scoop	1500	184.80	138.60	154.00
SmartMarble	1571	1,198.80	899.10	999.00
SoapBox BasicSet	1536	2,520.00	1890.00	2100.00
SoapBox ExtensionSet	1537	930.00	697.50	775.00
StackMan	1504	348.00	261.00	290.00
StrangeWorld	1519	180.00	135.00	150.00
StringBall	1511	154.80	116.10	129.00
SysTeam	1501	900.00	657.00	750.00
Team ²	1520	342.00	256.50	285.00
TeamNavigator	1539	838.80	629.10	699.00
The Band - carry sack	1540	342.00	256.50	285.00
The Band XXL - carry sack	1541	394.80	296.10	329.00
The Band mini - carry sack	1563	276.00	207.00	230.00
The Maze	1805	474.00	355.50	395.00
The Philosopher's Stone	1531	54.00	40.50	45.00
Tower of Power	1534	450.00	337.50	375.00
Tower of Power XXL	1551	474.00	355.50	395.00
Tower of Power Special Edt.	1561	478.80	359.10	399.00
Tower of Power Special Edt. XXL	1562	534.00	400.50	445.00
Tower of Power mini	1535	319.20	239.40	266.00

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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METALOG® GmbH & Co. KG 2022

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PerspActive – Seeing from all sides



PerspActive

More details on p. 18-19

\$ 378.00* / £ 283.50* / € 315,00*

**plus shipping and taxes where applicable*



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