



# Randomia Balloon Factory

**Shar Levine, Michael Ouchi**



## **Randomia Balloon Factory:**

**Randomia Balloon Factory** Cornelius Lee Grove, Willa Hallowell, 2001 In this unique simulation a group of trainers representing a toy and game company from Richland a wealthy and powerful Western country travel to Randomia a traditional non Western country to train the Randomians in techniques for improving product quality and productivity The first training attempt is a failure so the trainers must find out from the Randomian workers why it failed as it succeeded many times before in Richland The simulation picks up two days after the failed training The interaction between these two opposite cultural groups results in frustration and confusion which occurs when people from different cultures come together Randomia A Unique Simulation for Working Across the Cultural Divide simulates a realistic business related problem that many Western managers and trainers experience when they interact with people who have different value driven behaviors It is designed for fifteen to thirty five participants and takes approximately three hours One unique feature is that the Richlanders composed of some mixture of American Anglo Canadian British Irish German Dutch Belgian Scandinavian Australian or New Zealander participants play themselves They receive no cultural rules unlike the Randomians who are given specific rules on how to behave lending a unique authenticity to the game Aha insights are sure to follow Elegant in its simplicity clever in its design Randomia Balloon Factory simulates an interaction between corporate trainers from one country Richland and factory workers from another country Randomia The four key cultural concepts that this simulation is modeled on are useful for any global corporation whose employees deal directly with people from other cultures or support employees who do The designers take each of these concepts and trace behavioral outcomes exploring ways to respond appropriately to culturally different others Much more material is available in the play of this simulation than can be covered in three hours If you have done a thorough needs assessment this can be handled by focusing on those aspects of the experience that are most relevant to the client Sandra Fowler Simulation those aha experiences we all want to encourage Randomia is a powerful addition to the field Jeanne M McNett Associate Professor of Management Department of Business Studies Assumption College *Barnga* Sivasailam Thiagarajan, Raja Thiagarajan, 2011-02-22 Quite simply Thiagi is the most prolific and creative designer of games and simulations in the world Glenn Parker author of Cross Functional Teams and Team Players and Teamwork Wholly revised to celebrate its 25th anniversary Barnga is the classic simulation game for exploring communication challenges across cultures While playing Barnga participants experience the shock of realizing that despite their good intentions and the many similarities amongst themselves people interpret things differently one from the other in profoundly important ways especially people from differing cultures Players learn that they must understand and reconcile these differences if they want to function effectively in a cross cultural group The game is deceptively simple participants broken up into several small groups play a simple card never knowing that each group has been given a subtly different set of rules to play by nor that those rules will change yet again as the game develops and groups of players are

reconfigured Conflicts quickly begin to occur as players move from group to group simulating real cross cultural encounters where people initially believe they share the same understanding of the basic rules and learn to their dismay and confusion that they do not In discovering that the rules are different players undergo a mini culture shock similar to actual experience when entering a different culture They then must struggle to understand and reconcile these differences to play the game effectively in their cross cultural groups Difficulties are magnified by the fact that players may not speak to each other but can communicate only through gestures or pictures In struggling to understand why other players don't seem to be playing correctly and with the aid of the facilitator participants gain insight into the dynamics of cross cultural encounters Participant instructions are provided in French German and Spanish as well as English The 25th anniversary edition of Barnga introduces new features Now as few as 2 and as many as 40 people can play Revised play tested rules provide optimal jolt to players Improved game design helps those with limited experience playing card games Partnership play enables players to comprehend the impact of peer support Different tournament formats raise new types of communication challenges For trainers an expanded debriefing section that takes less than an hour

**Facilitating Multicultural Groups** Christine Frances Hogan, 2007 Based on research and facilitator experiences it advises how to adapt learning materials to suit specific situations and offers techniques to deal with conflict **BOOK JACKET**

**The Cambridge Handbook of Intercultural Training** Dan Landis, Dharm P. S. Bhawuk, 2020-08-27 With the number of international migrants globally reaching an estimated 272 million United Nations report September 2019 the need for intercultural training is stronger than ever Since its first edition this handbook has evaluated the methodologies and suggested the best practice to develop effective programs aimed at facilitating cross cultural dialogue and boosting the economic developments of the countries mostly affected by migration This handbook builds and expands on the previous editions by presenting the rational and scientific foundations of intercultural training and focuses on unique approaches theories and areas of the world In doing so it gives students managers and other professionals undertaking international assignments a theoretical foundation and practical suggestions for improving intercultural training programs

**Investigating Business Communication and Technologies** Rhonda Rasmussen, Aliisa Mylonas, Hilary Beck, 2012-12-05

*HRD Perspectives on Developmental Relationships* Rajashi Ghosh, Holly M. Hutchins, 2022-01-04 Developmental relationships constitute interdependent generative connections that promote growth and learning among individuals While studies reporting the impact of developmental relationships on learning performance and career development leaves no doubt about its relevance to the human resource development HRD field we lack an in depth understanding of how developmental relationships apply to the myriad of topics relevant to contemporary HRD research and practice such as social justice diversity and equity leadership development career transitions knowledge sharing organization development employee engagement organizational learning culture globalization national HRD and technology at work This book presents a comprehensive collection of evidence based

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