

LEAPS & BOUNDS

The Numbers Game

Aim:

To help learners make sense of important facts and figures and how they can influence these numbers.

How?

Teams compete to complete the statements. The team with the most correct statements wins. Speed comes from the competitive spirit between the teams. A trainer led review then draws out learners' reactions to the numbers and discusses what it means to them in their roles. An action plan of ideas is developed to provide impetus to challenge the status quo.

This works equally as well as a stand-alone activity e.g. if teams are reviewing their monthly performance or as an ice breaker activity for a conference or workshop.

Timing: 15 – 20 minutes

Size of audience – from 2 people upwards; no upper limit

Preparation:

- A flipchart of the facts for each group and associated numbers, each individual number is on a separate post it note.
- Usually a maximum of 8- 10 statements is required.
- See sample at the end of the instructions
- If you plan to use this activity more than once we suggest you type it and print on A3 and laminate if necessary.

Process

1. Divide up the group into competitive teams. A maximum of 8 on a team.
2. If relevant you can ham up the competitive nature of the game.
3. Explain that the object of the game is to be the first to correctly fill in all the blanks on the flipchart using the numbers on post its that you will find stuck around the statements.
4. Say that this activity should take no longer than 3 minutes. Ask if there are any questions and say go – putting on high energy music if available
5. After they have completed go through the correct answers. To build the competitiveness you could get teams to swap over flips to make their opponents sheets. Explain that as you go through the correct answers take a moment to consider *“what does this mean to me”*
6. After you have celebrated the winners ask *“which numbers were interesting or surprising to you?”*
7. Generate a discussion about the numbers and then ask *“which numbers can you influence in your current role? How?”* Challenge thinking about what they need to stop/start or continue to positively impact on the numbers.
8. Conclude the activity with top 3 ideas for improvement.

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Sample Numbers Game

1. The Numbers underlined will be replaced by a line in your statements and the number written on a post it.
2. 5 million adults in the UK lack functional literacy
3. 17 million adults in the UK have difficulty with numbers
4. More than 1 in 6 young people in the UK leave school unable to read, write or add up properly
5. Interpersonal (79%) are viewed as very important when recruiting whereas IT skills is low at 20%.
6. The survey asked which practices had increased over the last two years. The two that recorded the highest 'use more' percentages were in-house development programmes (61%) and coaching by line managers (53%).
7. The key change recorded over the past 2 years was 'new programmes to develop the role of line managers' was ticked by almost three-quarters (72%)
8. Internet use, and particularly broadband (2Mb/s or above) has grown phenomenally. In the UK, in 2009, 70% of households had access to the internet.
9. Mobile phone use has grown hugely. In 2008, more than 60% of people in the world owned a mobile phone.
10. Managers say 70% of the most effective learning takes place at work, outside of the 'classroom'.

Review drawing out

- Importance of informal learning and maximising its value
- Using social media and more diverse learning opportunities e.g. webinars, twitter and facebook
- Organisations can no longer control the message so they need to make sure they are living and breathing who they say they are – a critical role for L&D to challenge and develop e.g a manager found last week a member of their team was asking for a new job via Craiglist, people comment about their day and their experiences all the time on facebook, at the student demonstrations a journalist just happened to be standing by the side of a student in a wheel chair who was pushed out his chair by the police – instantly this went around the world in pictures via twitter
- As L&D practioners we need to be ahead of the game in what we provide.