LUDOTIIM

The star walk

Scaling with the power of metaphor!

LA MISSION

Ce format a été développé sur la demande d'un client dans le cadre d'une reunion annuelle, rassemblant les managers fonctionnels du siege de l'entreprise ainsi que les directeurs operationnels.
La reunion était thématisée

" Star Wars, the battle continues"

La demande du dirigeant était de developer les capacités suivantes
- **Oser** (entreprendre, être force de proposition, être proactif)
- **Influencer et persuader**

Nb de part: 150
Public multi culturel

Timing : 2 heures par sujet

LA PROPOSITION

Utiliser la thématique Star Wars pour créer une ''Académie des Jedis'' et construire un scénario utilisant les situations et personnages Star wars.

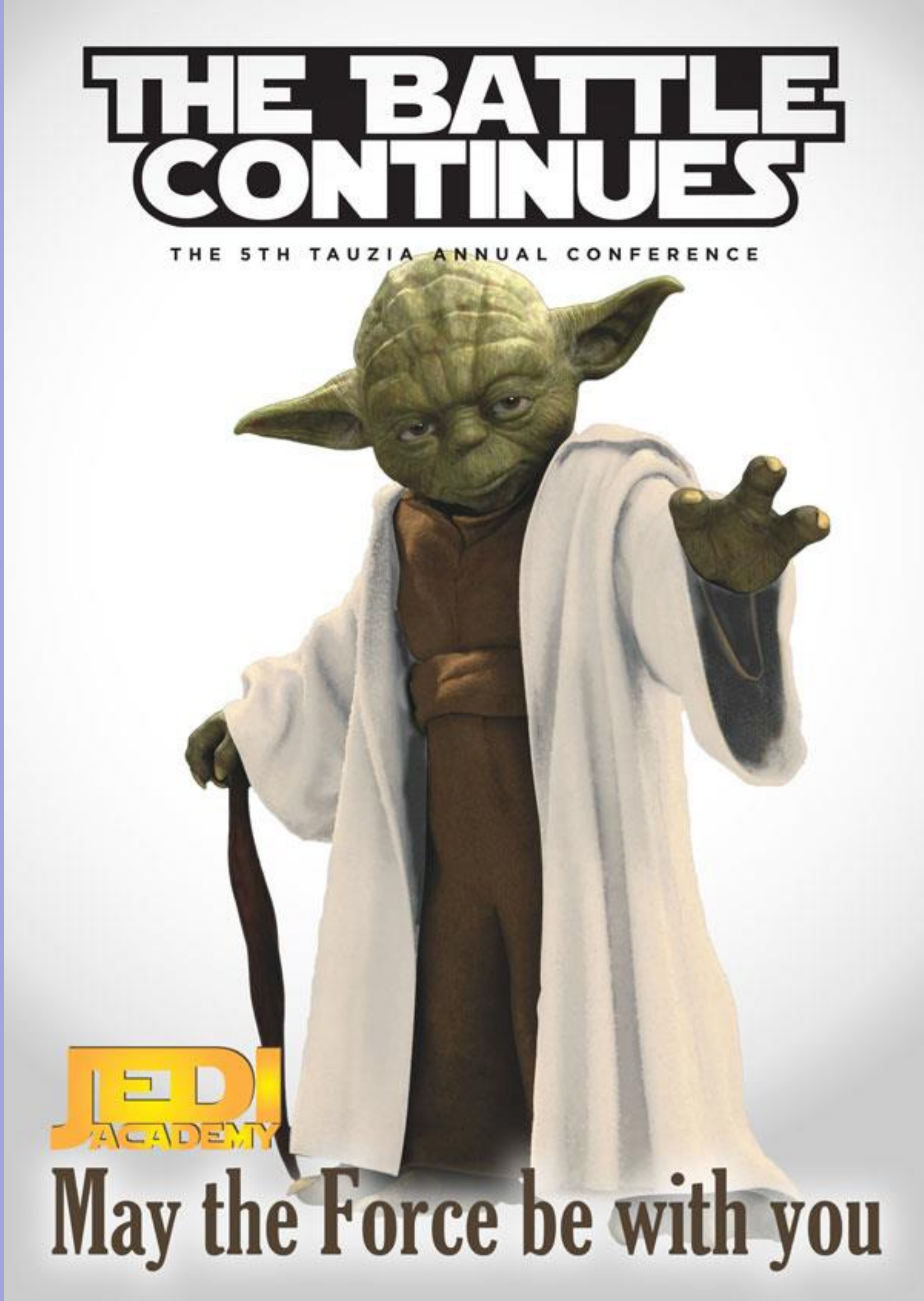
La méthode : évaluer la ''force'' du Jedi ainsi que ses possibilités de progression en utilisant le principe de l'échelle (scaling) appliqué en Solution Focused Coaching.

Le fonctionnement : utiliser la force du collectif et en profiter pour faire travailler l'écoute, le questionnement, le feed back de progrès.

WELCOME
TO

JEDI ACADEMY

May the Force be with you...


THE BATTLE CONTINUES
THE 5TH TAUZIA ANNUAL CONFERENCE
JEDI ACADEMY
May the Force be with you

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Monique Mager LUDOTIIM

Principe

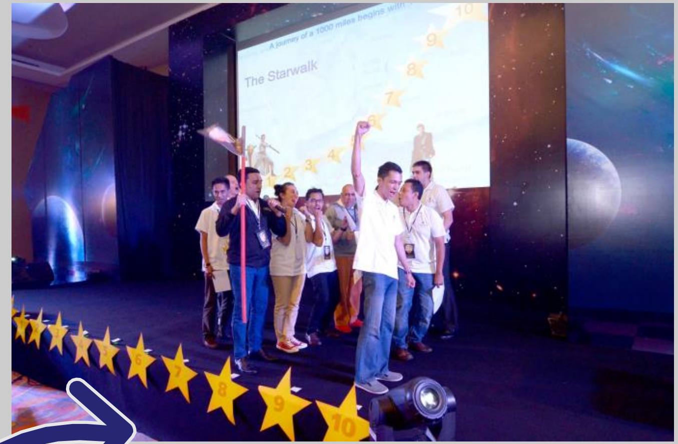
Les participants sont les nouveaux Jedis, ils ont besoin de se développer et de passer par l’académie des Jedi afin d'être prêts à relever les nombreux défis qui se présentent.

Ils doivent développer le courage, l'audace, la force et développer une réflexion stratégique.

ACT*: Conquérir en utilisant la force intérieure et l'évaluation de la situation pour aller plus loin - développer le côté audacieux (atelier 1)

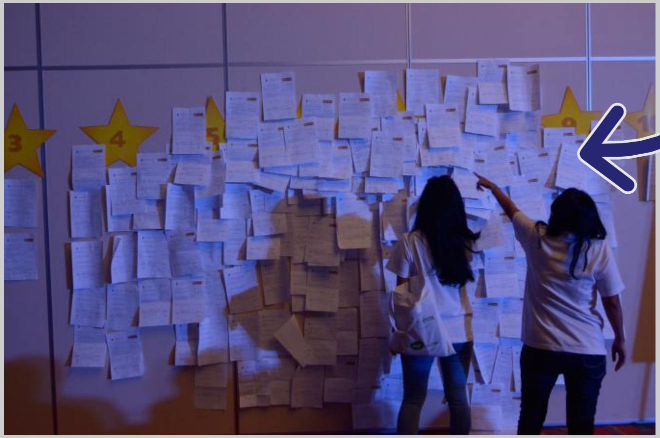
THINK*: Conquérir en utilisant leur réflexion - développer le côté influence / vente (workshop 2)

Note * Think et Act sont les valeurs de l’entreprise



Storyboard

> ***To be Jedi is to face the truth, and choose. Give off light, or darkness, Padawan. Be a candle, or the night.***



Elements

L'échelle de force des Jedis

À la fin de chaque atelier, les groupes s'aligneront selon les résultats individuels sur une échelle de 0 à 10 et passeront du résultat obtenu au résultat de développement possible.

Les étoiles

À la suite des ateliers, les participants le obtiendront une étoile de force indiquant leur niveau sur leurs badge afin de démontrer leur niveau de Force.
Les documents de résultats (feuilles d'évaluation individuelles seront épinglés sur le mur avec l'échelle)

Ils auront l'occasion par la suite de :

- Discuter de leur expérience lorsqu’ils rencontrent quelqu’un,
- Sur le mur : rechercher des contributions intéressantes, aller vers la personne et discuter .....

Méthode

WELCOME
TO
JEDI
THE BATTLE CONTINUES
0
1
2
3
4
5
6
7
8
9
10

Une combinaison de Solution Focus et d'Intelligence Emotionnelle en deux étapes

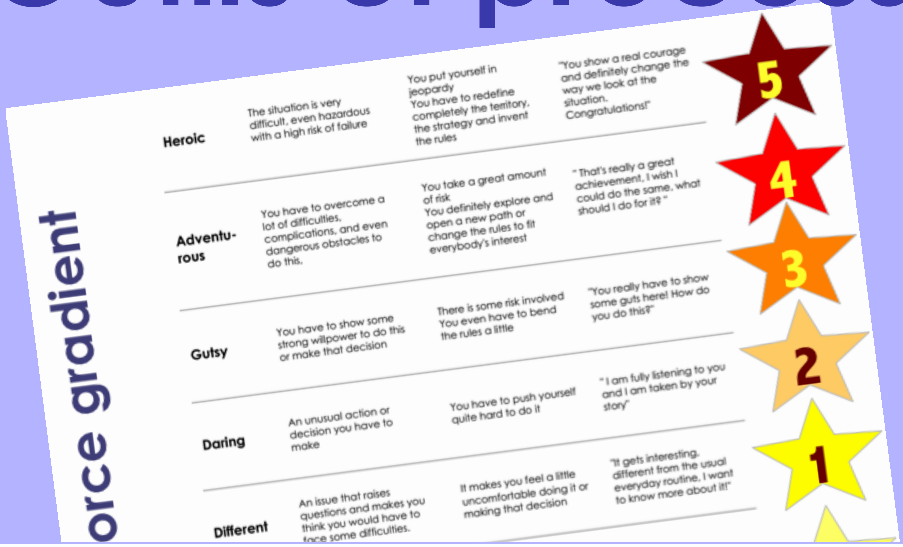
1. Evaluation de la situation

- évaluer la situation selon l'échelle de la Force (conscience de soi, affirmation de soi)
- obtenir une évaluation de ses pairs sur la façon dont ils voient la situation …. et se confrontent (affirmation de soi, empathie, flexibilité)

2. Evaluation de la solution proposée

- même processus que précédemment avec la solution qui a été trouvée
- réfléchir à des mesures supplémentaires qui auraient pu être prises pour la situation (flexibilité, tests de réalité)
- se rendre compte que ces étapes supplémentaires sont atteignables et réalisables si on est conscient de sa capacité (auto-actualisation, expression émotionnelle)
- aligner les troupes JEDI : exprimer le résultat en termes d'échelle physique montrant le mouvement (symboliquement ; action, mouvement, dynamique, étapes) entre le résultat réel et l'étape supplémentaire possible

Outils et processus



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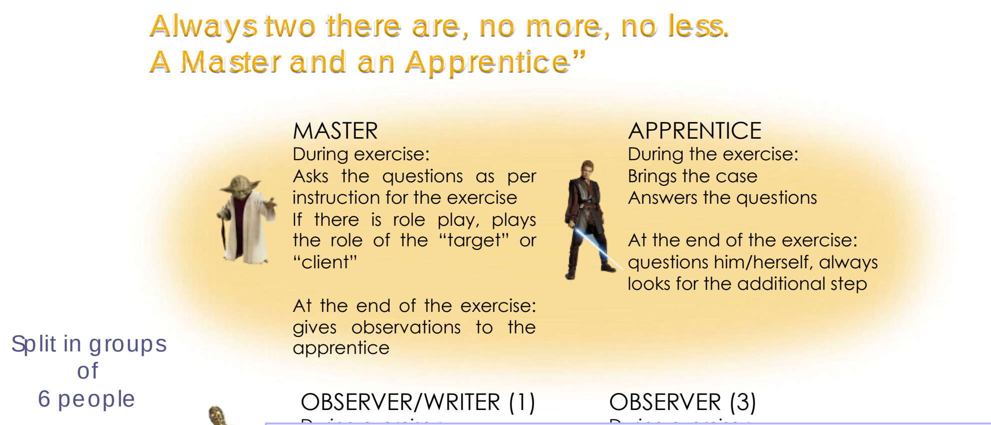
Heroic	The situation is very difficult, even hazardous with a high risk of failure	You put yourself in jeopardy You have to redefine completely the territory, the strategy and invent the rules	"You show a real courage and definitely change the way we look at the situation. Congratulations!"	5
Adventu-rous	You have to overcome a lot of difficulties, complications, and even dangerous obstacles to do this.	You take a great amount of risk You definitely explore and open a new path or change the rules to fit everybody's interest	" That's really a great achievement, I wish I could do the same, what should I do for it? "	4
Gutsy	You have to show some strong willpower to do this or make that decision	There is some risk involved You even have to bend the rules a little	"You really have to show some guts here! How do you do this?"	3
Daring	An unusual action or decision you have to make	You have to push yourself quite hard to do it	" I am fully listening to you and I am taken by your story"	2
Different	An issue that raises questions and makes you think you would have to face some difficulties.	It makes you feel a little uncomfortable doing it or making that decision	"It gets interesting, different from the usual everyday routine. I want to know more about it!"	1



Always two there are, no more, no less.
A Master and an Apprentice”

Split in groups of 6 people

MASTER
During exercise:
Asks the questions as per instruction for the exercise
If there is role play, plays the role of the “target” or “client”

At the end of the exercise: gives observations to the apprentice

APPRENTICE
During the exercise:
Brings the case
Answers the questions

At the end of the exercise: questions him/herself, always looks for the additional step

OBSERVER/WRITER (1)

OBSERVER (3)

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3 roles tournants

L’apprenti : propose son cas

Le maitre : pose les questions qui permettent à l’apprenti de progresser dans sa réflexion

Les observateurs : participent à l ’évaluation de l’apprenti

Phase 1

Auto évaluation de la situation présentée échelle de 0 à 5

+

Evaluation par les pairs sur une échelle de 0 à 5

=

Total sur une échelle de 0 à 10

Phase 2

Auto évaluation des progrès possibles

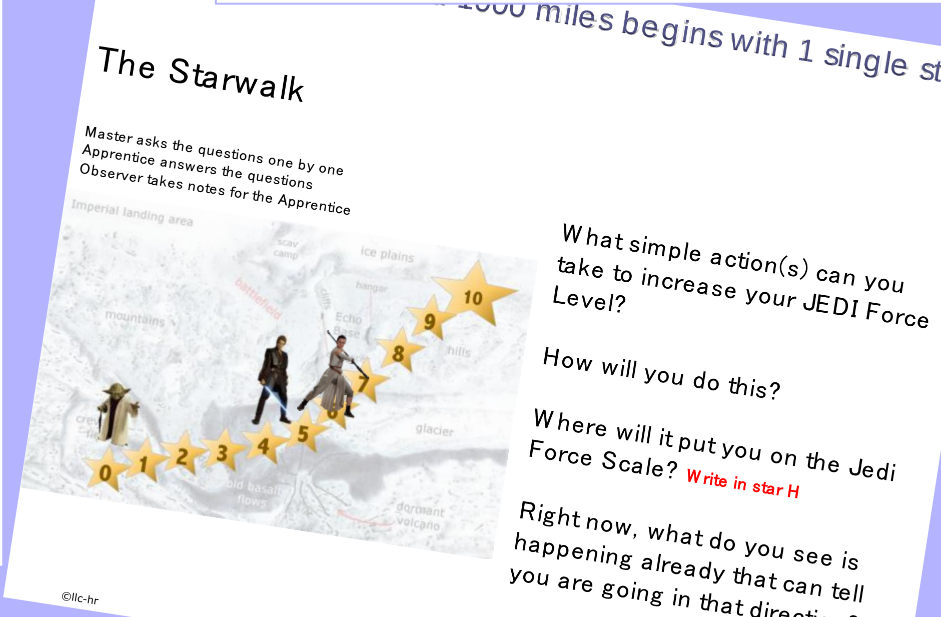
sur l’échelle de 0 à 10

Phase 3

Le Star walk

En équipe, les participants

1. **Se positionnent sur l’échelle d’étoiles en fonction de la situation présente**
2. **Avancent vers le niveau de progrès possible**



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The Starwalk

Master asks the questions one by one
Apprentice answers the questions
Observer takes notes for the Apprentice

What simple action(s) can you take to increase your JEDI Force Level?

How will you do this?

Where will it put you on the Jedi Force Scale? Write in star H

Right now, what do you see is happening already that can tell you are going in that directi

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Master apprentice observers round

THE BATTLE CONTINUES

A journey of a 1000 miles begins wi
The Starwalk
8
9
10

Star Walk

A journey of a 1000 miles begins with 1 single
The Starwalk
8
9
10

Echelle de force “OSER”

JEDI Force gradient

	The situation	Your reaction	What others say about it	
Heroic	The situation is very difficult, even hazardous with a high risk of failure	You put yourself in jeopardy You have to redefine completely the territory, the strategy and invent the rules	"You show a real courage and definitely change the way we look at the situation. Congratulations!"	5
Adventurous	You have to overcome a lot of difficulties, complications, and even dangerous obstacles to do this,	You take a great amount of risk You definitely explore and open a new path or change the rules to fit everybody's interest	" That's really a great achievement, I wish I could do the same, what should I do for it? "	4
Gutsy	You have to show some strong willpower to do this or make that decision	There is some risk involved You even have to bend the rules a little	"You really have to show some guts here! How do you do this?"	3
Daring	An unusual action or decision you have to make	You have to push yourself quite hard to do it	" I am fully listening to you and I am taken by your story"	2
Different	An issue that raises questions and makes you think you would have to face some difficulties.	It makes you feel a little uncomfortable doing it or making that decision	"It gets interesting, different from the usual everyday routine, I want to know more about it!"	1
Normal	A usual, everyday issue or action, with a predictable outcome. There is no question about you being involved, you go for it!	You are comfortable, it is well in you range of action or responsibility	"The usual way, well within the expected scope"	0

JEDI Force gradient

Echelle de force ''INFLUENCER / VENDRE''

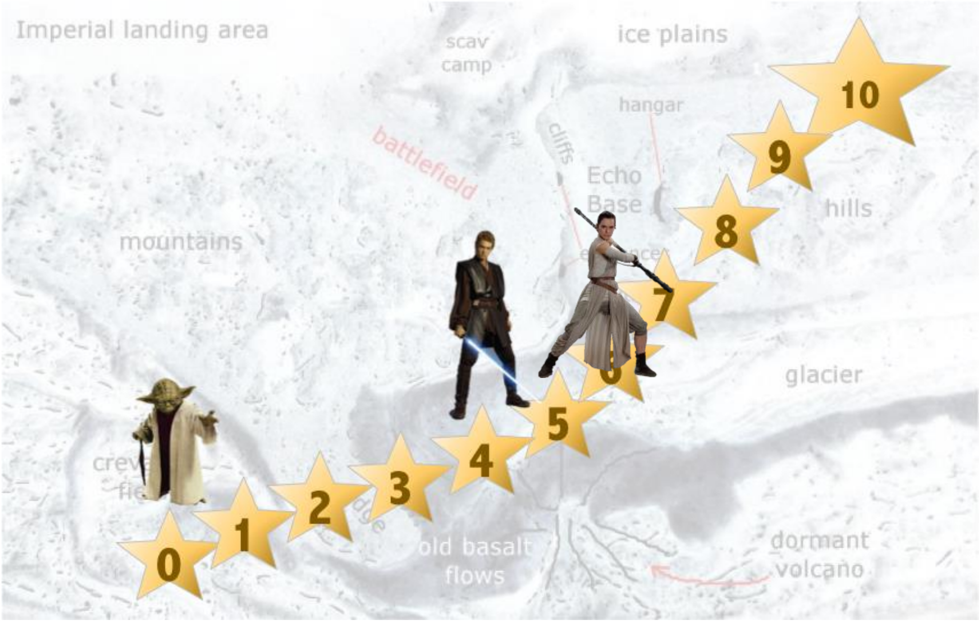
	Sell or not sell?	Profiling your target	How the target reacts about it	
Fan	You get more than the sell and the buyer talks about you to others. He/she becomes your best advocate.	You come to the point where the target is the one making proposals for further collaboration.	" This is really a great job you did. I like working with you and I wish we can do more. I want to talk about you to one of my colleagues, as he has a similar problem."	5
Collaborative	It is exactly what the buyer wanted, plus you discovered that extra need or motivation you're your buyer You get the more than the sell	You come to the point where the target is fully cooperative and gives you some useful information without you even asking!	"Actually I fully agree to your proposal and on top of that we could do / add more…."	4
Taken	It is exactly what the target wanted, plus you found the trigger that made your buyer react. You definitely get the sell or agreement	You spend some time asking specific questions and start to dig into the "hidden" needs of your target. You are able to extract some useful information to build your proposal.	" This is exactly what I wanted, how can I get it?"	3
Interested	There is some twist in that proposal that raises interest. You may get the sell or agreement.	You have a good understanding of the needs of your target and you manage to include and highlight it in your proposal.	"Aha, so this is what it is about! Tell me more about it	2
OK	The usual classical proposal. Same as all other competitors. You may get the sell or agreement if you are lucky	You spend some time listening to the target, but did not ask questions or look behind the screen. Your proposal reflects purely what your target has specifically expressed	"oh I see!"	1
Sorry!	The proposal is not convincing or not meeting at all the request or expectation, You do not get the sell or agreement.	You miss some points in the discussion and are only able to give an incomplete or superficial proposal.	"I don't think you got my point!"	0

Exemple de questions pour la phase 2

A journey of a 1000 miles begins with 1 single step

The Starwalk

Le Maître pose les questions une par une
L’Apprenti répond aux questions
L’Observateur prend des notes pour l'apprenti


Imperial landing area
scav camp
ice plains
hangar
battlefield
cliffs
Echo Base
hills
mountains
glacier
old basalt flows
dormant volcano
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1
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Quelles mesures simples pouvez-vous prendre pour augmenter votre niveau de force JEDI?

Comment allez-vous faire cela?

Où cela vous mettra-t-il sur l'échelle de la Force Jedi ?

À l'heure actuelle, qu'est-ce qui se passe déjà et qui peut vous faire dire que vous allez dans cette direction?

Pour en savoir plus

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