

# Instructional tool resource



**ASSIGN  
BUSTER**

## **Instructional Tool/Resource**

Snakes and Ladders for Fun and Ideas Equipping learners with the proper materials for learning is an important factor to succeed in teaching/training. Instructional materials may come in the form of graphic organizers to help arrange ideas and make learners understand concepts better. According to the website - Enchanted Learning - graphic organizers are visual structures, such as concept maps, mind maps, and entity relationship charts to help students grasp ideas. Graphic organizers may be used to reconstruct ideas learned into more concrete illustrations that can be retained easier.

One form of graphic organizer that can be used to promote retention of the lessons is the Snakes and Ladders board. This board will help recall information and show the connections among ideas. Likewise, the board will serve as a motivation for participants to listen carefully. To illustrate, the ladders may serve as promotional steps that may help advance an organization as a result of a beneficial action, whereas the snakes could represent obstacles or problems that may hinder success.

When using the Snakes and Ladders board, learners should be creative and fast. They will jot down important information or topics on the blocks of the board as the lecture proceeds. Fig. 1 shows a sample of how this can be done during training. As illustrated on the game board, the lecturer shall provide the first three/few words of each bullet point to give clues on how to go about the activity. The ladders and arrows imply another step in changing ethics, whereas the snakes stand for problems or hindrances to implementing change in organizations. Below are the bullet points for discussion.

Changing the Ethics of an Organization (by M. Alvaro)

1. Determine the ethical change required.
2. Determine the steps required to achieve the objective.
3. Practice the new behaviours.
4. Seek feedback.

What impedes ethical change?

1. Believing that values cannot be changed
2. Keeping amoral judgments and behaviours (Weiss, 82)
3. Labelling individuals
4. Unethical behaviour of leaders (Dordrecht)
5. Reward individuals involved.
6. Evaluate the effects of ethical change.

Works Cited

Alvaro, M. Changing the Ethics of an Organization. PowerPoint Presentation. 2011. Print.

Dordrecht, J. “ The Challenge of Ethical Behaviour in Organization.” Journal of Business Ethics. 1992. Web. 16 Mar. 2012.

Graphic Organizers. Enchanted Learning. n. d. Web. 15 Mar. 2012.

Weiss, J. Business Ethics: A Stakeholder and Issues Management Approach. OH: Cengage Learning, 82. Print.

Fig. Snakes and Ladders on Changing the Ethics of an Organization