

# Incorporating appropriate games in trainings essay

[Business](#), [Decision Making](#)



Incorporating Appropriate Games in Trainings Trainings are value-added services of companies for their employees to keep them on track with what is new and helpful for their profession.

Trainings make employees hone their existing skills and discover other skills they are good at. In the given scenario, a seminar for Advanced Seminar Process Consultation was conducted for 12 participants who were grouped into two and were tasked to develop a game that would train the other group. The first group designed a game that is totally not connected to the training. The professor commented the unconnected tie between the game and the training. The group's mindset was simply to create a game.

In the scenario, Helen noticed that the other 11 attendees were not at the advanced stage of process consultation. The group's lack of competence in this stage of process consultation had affected their decision making. They had boxed their game according to the instruction they received. Helen's group upon hearing the professor's comment for the first group was somehow confident for Helen and two others were able to make a connection between the game and the training. However, the professor noticed that the connection was obviously coerced just to fit the training. Since Helen's group was uncooperative with her idea of making a game connected to the training in the first place, she was put in a situation where she simply had to connect the game to the training and not the other way around.

A goal that is connected to the training must be established first. Then think of a game suited to achieve the goal. Helen's suggestion is a good one--role playing. Since the goal of process consultation is to develop mutual

relationship between the client and consultant, doing a role-play will showcase the skills of the attendees on how to interact and relate with people. The group to conduct the game must prepare different scenarios showing client-consultant interactions and write them on small pieces of paper. Divide the participants by twos. Each pair will pick the scenario they will role play. Evaluate each performance for improvements.

Reference“ 21st Century Process Consultation.” (2001). Management.

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