

## CAPTURE THE FLAG WITH NERF GUNS: INCREASING TEAM ENGAGEMENT, AGILITY AND LEADERSHIP

### CLIENT APPLICATION AND PURPOSE

Capture The Flag with Nerf Guns is an immerse team experience that challenges each participant to collaborate effectively, communicate directly and execute with agility. It is an ideal activity for innovation and leadership teams as well as teams working in a fast paced, highly volatile environment.

The game requires teams to strategize on multiple levels while considering their resources, environment and the opposing team's strategy. Only when teams act as seamless units and collaborate beyond "business as usual" can they successfully capture the opposing team's flag.

### ENHANCEMENT OF COLLECTIVE INTELLIGENCE

In the CIQ model of Collective Intelligence, the two major components that are being addressed by this activity are CIQ Team Intelligence and CIQ Social Intelligence.

#### **CIQ Team Intelligence**

*= Ability to effectively coordinate processes between the individual and team level*

On a team level, strategic thinking and effective coordination is the foundation for succeeding in this game. On an individual level, the activity requires participants to hold each other accountable in their respective roles, communicate effectively with one another and apply leadership skills while staying agile in their decision-making processes.

#### **CIQ Social Intelligence**

*= Awareness of team members' personalities and how they interact with one another*

With every team member being an indispensable part of the game, Capture The Flag supports teams in successfully integrating diversity and cultural differences on a collective level. The activity promotes being "in the zone" (i.e. in a flow experience) for the whole duration of the game so that all team members can experience themselves being self-organised and working together in a decentralised way. The activity also helps to surface distinctive team dynamics in a safe yet challenging environment.

### OUTCOME

After completing the activity, participants report a genuine sense of togetherness and collective achievement. Often, participants are surprised by what they learn about their team members during the game – personality aspects that have never before surfaced in their regular work environment. These insights as well as the experience of overcoming challenges together build the foundation for more effective collaboration and communication in the team's everyday workplace.