

Relation Games – playful approaches beyond the obvious

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Abstract:

Games are increasingly becoming a tool for stimulating learning and reflection in HR work – understandably as the need for didactical design to carry communication and kick-start reflection around own and organizational need for change, development, innovation, etc. is huge. Games are part of the new social technologies in the learning environments. Designed properly the technology of a game can deliver self-awareness, engagement, competitive edge, fun, and other classical game-notations - BUT using game-technology and theory to go beyond these aspects and design games to create an environment for innovation, social simulation, assessment, evaluation and other organizational development issues is the new challenge to be accomplished. Game-based HR-tools is already a reality and it needs good design, careful reflection and ethical consideration.



“Imagine yourself a department manager. Your company has just been bought by another company. Everything about your department is about to change, and you are going to be responsible for people from both of the two company-cultures. People are frustrated, confused, in doubt... What do you do?” This session offers you a concrete challenge on your leadership skills. The challenge is wrapped in a game, which you and your colleagues get the opportunity to play a part of. Whoever reduces resistance and moves people forward wins the game! This game-exercise is used as a context for unfolding a theory around the use of games in HR and organizational development. The first part of the presentation will focus on how social technologies create ‘different’ and needed learning cultures in organizations. The last part will focus ‘how’ you create a good learning technology through didactical design. In the last part the presenter will present brand new research on learning design along with concrete successful examples from international organizations.

Meeting key points /4-6/ in question form

- Why do organizations need new technologies for learning?
- What’s in a game, anyway?
- How can we use playful approaches to form serious learning-cultures?
- What is good didactical design in social technologies?
- How does it look in real life examples?

Speaker:

Christian Harpelund - an experienced organizational psychologist with a background as a manager and company owner for 12 years. His company RelationGames works in cooperation with the University of Aarhus in Denmark, consultancy companies and with international clients.

RelationGames develops learning- and game-design within the areas of leadership, change management, organizational development, conflict resolution, mergers and market strategy. The company holds a leading position in research and experience concerning the use of games in consultancy and organizational development. Christian has an expertise in emotional intelligence as an underlying theme in learning architecture.