SERIOUS PLAY:
ON-LINE GAME *"MANAGE-ART"*

Miguel David Rojas
Universidad Nacional de Colombia
mdrojas@unal.edu.co

Juan Esteban Alis
Universidad Nacional de Colombia
jealisr@unal.edu.co

Laura Marcela Londoño
Universidad Nacional de Colombia
lmlondonov@unal.edu.co

ABSTRACT

*On-line game "**Manage-Art**" is a game to determine the affectivity of group decision making versus individual decisions. The game employs a specific situation in which participants have to make decisions and solve the given situation in two phases, individual and by teams. The objective is to teach the importance of the decision-making process in companies and the value of teamwork in decision-making.*

DESCRIPTION OF THE GAME

People at all times can be involved into a complex decision to make and organizations have to seek daily to take correct and better decisions. This way in the recent years the use of teams to take decisions within organizations has increased.

Manage-Art is an on-line game to determine the affectivity of group decision making versus individual decisions in daily situations. The game starts by reading the scenario of the game (A case of a company that has economic problems) and the different alternatives that participants can choose to solve the presented problem.

Participants must establish a sequence of alternatives that could solve the problem of the given situation. The alternatives of solution are given in cards (A to J), and participants can consult the alternatives at any time of the game by doing a double click on each card. To establish the sequence, participants have to move the cards into the empty spaces (1 to 8) being number 1, the first alternative to be done to solve the problem. Two of the given alternatives should not be used. This is an individual phase, and participants have 15 minutes to establish their own sequence.

After the individual phase, participants are organized randomly in teams of 4 people and have 10 minutes to discuss and analyze the given alternatives and the individual sequences, in order to obtain a common solution to the given situation. Communication between participants is done through a chat.

The environment of the team phase shows the moves of all team members, but each participant can only manipulate his space. In the center of the screen the sequence of the group is shown, and it is determinate by consensus, that is, an alternative is established in a position of the group solution if the mayor part of the team members has the same.

Individual and group results of the game are collected and entered into a matrix that qualifies the sequences when compared with the optimal. To obtain the results of the game a system of points was developed, with the purpose of obtaining a winner participant and a winner team during the game

Finally individual, collective and optimal results are compared to establish differences, make a feedback and obtain conclusions of the individually and team decision making process

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