



Gemstones

AUDIENCE

Employees at all levels and from all areas of the organization.

Reach for brilliance – use compromise and collaboration to win

Program Benefits

Gemstones, from experience it, inc., is a profound experiential learning intervention that offers rich insights for participants in a remarkably brief amount of time. It creates an engaging, hands-on environment where paying attention to relationships and strategy are the keys to overall success. This activity culminates in a deep, interactive debrief that touches on communication, problem solving and decision-making, trust, strategy and breakthrough thinking. After experiencing *Gemstones*, participants will be able to better:

- Realize the need for building trust-based relationships
- Understand that “winning” often requires some partners to step aside or even sacrifice in order to allow another partner to win
- Appreciate that compromise-based solutions may not deliver necessary results
- Recognize that collaboration provides a sustainable foundation for strategy implementation

Program Description

Gemstones begins with participants sorting themselves into dyadic partnerships to participate in the first of three, nine-round games. Each game takes about five-seven minutes. Participants then find another partner to play the second game. Finally, participants are surprised to discover they must return to play the last game with their original partner. The experience and debrief set the stage for significant insights around the definition of “winning” within an organizational context.

Implementation/Customization

Gemstones is a 60-90 minute experiential intervention appropriate for 12-1,000 participants. It is used within organizational learning programs as well as within conference environments. Since the duration of *Gemstones* can be flexible, it can be readily adapted to suit many learning contexts.