The Theory Behind The Game

High Roller was designed to provide a fun environment for guests to experience the benefits of working within a networked environment/team and to appreciate the problems trying to achieve this.

In 1965 Dr Bruce Tuckman published his Forming Storming Norming Performing model. The model shows how teams develop and behaviour changes as people work together towards a goal. This model was used as a base when designing the game and shows what guests should experience during the game.

The Forming Storming Norming Performing Model
The table below shows the four stages of Bruce Tuckmans model and how this relates to High Roller.

Bruce Tuckmans Model	High Roller
Stage 1 – Forming • Teams are assembled and learn about the task and opportunities. • Members behave independently and trust is limited. • Team members are usually on their best behaviour and very focused on themselves. • Time is spent planning, collecting information and bonding.	**Planning Process** • Teams are briefed by the instructor. • Rules are distributed to teams to further explain the task. • Teams remain based at their tables and act tribally. • Teams are given 15 minutes of planning to allow the forming stage to develop.
Stage 2 – Storming • Ideas compete for consideration. • Teams address issues to be solved. • Individuals open up and compete with each other.	**Planning and Moving into Game Time** • Networking begins to occur. • Members begin to discuss issues with other teams to develop a plan. • Conflict occurs between team members and other teams. • Instructor is available to answer questions and help guests move into Norming stage.
Stage 3 – Norming • Team members adjust their behavior to each other. • Work habits are developed. • Rules, processes, methods, tools	**First hour of Game Time** • Relationships and agreed methods of work are agreed with other teams. • Teams move away form their tables to form a “base” with the

agreed. • Trust is developed • Motivation increases as members understand the task • Members begin to function as a group.	other teams. • All teams begin to function as one. • Some traits from the storming phase may re-occur with all individual teams acting as one team. • This process may occur twice. Once as individual teams and then when all teams are working as one. • Well-networked teams will move quickly from Norming to Storming. • Roller Coaster is being built. • Purchasing and building decisions are not always correct. • Realisation in collaboration of resources and money occurs.
Stage 4 – Performing • Members are performing efficiently as a team. • Find a way to get the job done. • Team members are interdependent. • Motivated and knowledgeable members	**Last 30 minutes Of The Game** • All teams are working efficiently as one towards the same goal. • Resources and money are combined/shared. • Teams are purchasing at the most efficient time. • Structures are being built using minimal resources. • Team members begin working on other sections of the roller coaster. • The roller coaster is ultimately completed.

It should be noted that teams will spend most of their time in the Norming stage. It is their ability to move in and out of this phase quickly that will determine how successful they are and whether they are working as a fully networked team.