

# HOW TO PLAY MEDDLERS GAME

This game is part of the Management 3.0 materials.  
You can use it to explore a structural design for your organization.

You can find a description of the game at  
[www.management30.com/meddlers-game](http://www.management30.com/meddlers-game)



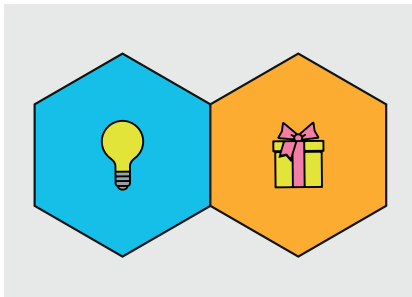
**MANAGEMENT 3.0**

CHANGE AND INNOVATION PRACTICES

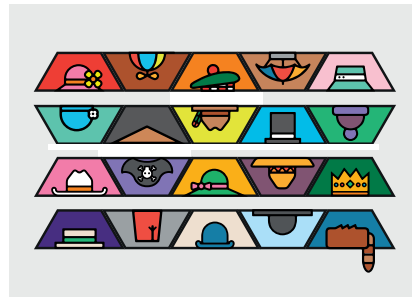
# MEDDLERS: GAMIFYING ORGANIZATIONAL STRUCTURE AND DESIGN

One of the popular exercises of the Management 3.0 workshops is the Meddlers Game which facilitates discussions around organizational structure and organizational design.

## MEDDLERS COMPONENTS



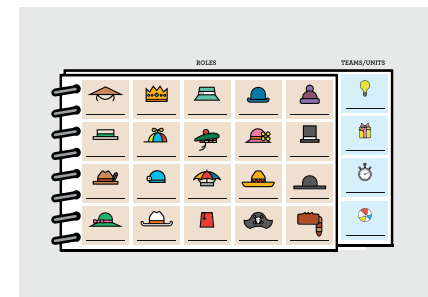
The large hexagonal tiles represent teams or units.



Hats represent roles (or hats worn).

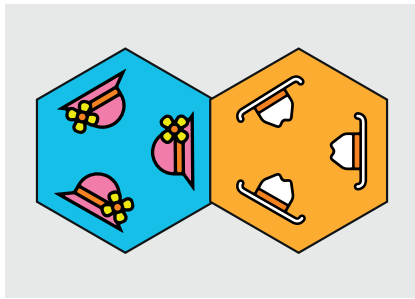


Faces represent people. These can be team members or other people that affect the organization, both internally and externally.

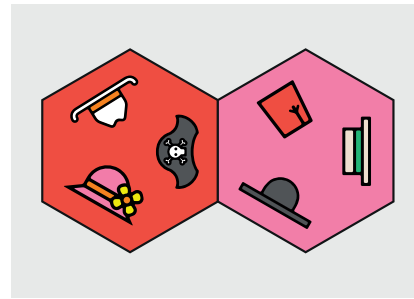


Notes page to keep track of the meaning of the roles (hats) and the name or responsibility area of the teams.

## MEDDLERS EXPLANATION



The same hat on a tile means all members do the same work.



Different hats on a tile mean that the members have different roles.

- Connect tiles with each other to indicate that the teams produce value for (or with) one another. It means they need to collaborate.
- Use the separate hats to represent additional roles on a team or extra roles outside of a team. You can place them at any point that makes sense to you.
- Use the face pictures to indicate specific people on a team or outside of a team. Again, place them anywhere you want. It will be your design.
- You can combine people with roles, but this is not a requirement. You may use both faces and hats separately.
- You can also use the people and/or the roles to indicate customers, managers, suppliers, or other external stakeholders.
- If you want, use the notes page with the hats as a legend to keep track of the meaning of the roles (hats). You get 20 pages with the official game, when you run out of pages you can download new pages from the Management 3.0 website.

- For everything else: just agree as a group what specific placement of the pieces means.
- You can have multidisciplinary teams or specialized teams. You can use the legend to write down what a team does.

## THE GAME IS ON!

There Is Only One Rule: Everyone at the table agrees on what the design represents.

After giving the players these pointers, it's time for a few challenges. You can choose any of the following goals, or you can invent some yourself:

1. Design a 20-person web design company that needs to manage many small projects.
2. Design the audiovisual production department of a social media marketing agency.
3. Design the organization structure for a popular, local coffee bar.
4. Design the 30-person mobile apps department of a bank.

Sadly, with the Meddlers Game, there are no points, no rewards, and no chance of winning anything. What a terrible game! However, what you get is great conversations about organization design that are much easier for people to understand when they can play with tiles and pieces.

Which organizations do you design? **Share** the pictures of your organizations with us!

[Did we miss something that could make it a better exercise? Tell us!](#)