



**DISCOVERY LEARNING<sup>®</sup>**

Better resources. Better leaders. Better results.

**T**he *Acquisition*<sup>®</sup> simulation explores the experience of group problem solving and decision making. It compares the

differences in decisions reached by group consensus compared to the decisions of individuals to help participants discover a difference in the

quality of these decisions. The simulation teaches participants how to work more effectively as teams and also helps teams learn how best to use individual expertise.



# THE ACQUISITION<sup>®</sup>

## Using *The Acquisition*<sup>®</sup> simulation:

- **Explores** effective team problem solving and decision making
- **Uncovers** barriers to effective team decision making
- **Reveals** the differences in perception and perspective within a group working with a common purpose
- **Enables** individuals to learn how to become better contributors to a group

## *The Acquisition*<sup>®</sup> is an interactive simulation that:

- **Explores** the nature of consensus decision making
- **Enables** participants to better understand group dynamics
- **Compares** individual decision making to group decision making
- **Highlights** the necessity of good communication
- **Engages** participants in giving and receiving feedback
- **Helps** participants test their ability to influence others

***The Acquisition*<sup>®</sup>**  
Promote the effectiveness of group problem solving  
and consensus decision making

## The Simulation

**T**he Acquisition uses a business case involving expansion of a corporation through acquisition. Convinced that a carefully planned strategy of acquisition can work despite a failure rate of 75% among such moves, the board of directors calls for a detailed outline of critical steps to be taken to ensure a successful acquisition. Each participant in the simulation decides individually on the order in which these steps should be carried out. The participants then meet as a group to decide by consensus the order they will present to the board. The consensus results are compared to an expert solution and to individual rank orders.

The experience of achieving a group decision engages participants in group dynamics. They learn their strengths and weaknesses as individuals and how best to participate as effective contributors to the group. In the end, they learn that groups make better decisions than individuals.

Appropriate for 2 to 5 participants in each group



## Materials

### Supply Kit contains:

- Booklets with instructions and self-scoring worksheets for five participants

### Facilitator Guide provides:

- Step-by-step instructions for setting up and conducting the simulation
- Debrief details

*“This is a flexible and well constructed exercise with high face validity for participants. I have used The Acquisition in two quite different contexts to great effect and can foresee other applications.”*

Kevin McKee  
Cole-McKee Partnership

**The Acquisition<sup>®</sup> works well with:**  
*Decision Style Profile<sup>®</sup>*  
*Change Style Indicator<sup>®</sup>*