Automation Frustration: Negotiation Game

Instructions

1. Read through the description of the game's setting, the roles, and the team cards.

2. Organize the materials for the game.

3. Choose 5 teams and 1 negotiator and distribute materials to these teams.

4. The teams choose the roles within their teams (Chief negotiator, Researcher, Timekeeper)

5. Teams should read their cards and ask questions if they have them.

6. Game master explains the gameplay and rules.

7. Gameplay (see below)

8. When the game is finished, the game master may organize a debriefing to discuss the game. This can be done in mixed groups or teams.

Gameplay:

There are three rounds within the game. One round includes:

· Team strategy discussion (10 min)

· Negotiations (15-20 minutes)

· Announcement of results of negotiations by the negotiator and agreement by all teams

The goal of the game is for each team to negotiate with the other teams to achieve their goals. This will involve agreeing on different points and, perhaps, giving up something in return for gaining a larger reward. All the agreements made after each round of negotiation will be announced by the negotiator(s) and written down. There will be three rounds of negotiations for the teams to reach a final agreement. Whatever the teams decide after round three will be the agreement for moving forward.

Objective

The teams must negotiate to successfully reach an agreement on retraining for the employees who lose their jobs and on the timeline for the transition to automation.

Game setting:

The country of Matunda has a strong economy, with several industries expecting rapid growth within the next decade. The leaders of these industries want to increase their profits by automating as much of their production process as possible. Current technology allows for this to happen within the next five years. The government of Matunda has learned of these plans and is worried. Automation of these key industries will indeed lead to greater profits and, hopefully, more taxes from these companies, but it will also result in the unemployment of many workers. These industries are the key to Matunda's economy and have employed many Matunda citizens for decades. To ensure that the transition to automation goes as smoothly as possible, the Matundan government has invited a famous negotiator to the country to lead a conference between the corporations, the labor union, and the government to find the best solution forward.

Example of a team's card:

BananaFunana Inc.

You are the largest company in Matunda in terms of employees and profits. Over the years, BananaFunana has bought other fruit companies in the country and now controls 70% of the market. The majority of your workers are fruit pickers and packagers. With new robotic technology, you could replace your fruit pickers and harvest fruit 24 hours a day, 7 days a week. You could also package twice as much fruit as you do now, shipping the freshest fruit possible to customers within Matunda and around the world. The government is concerned with your plans and insists on training programs for your employees during the transition. You do not mind supporting your workers, but you expect the government to help cover the costs. You have also been told that the government is planning on increasing corporate taxes to 8%. You are firmly against this policy. Your company is an essential part of the country's economy and you do not think the government is willing to lose your support in the upcoming elections. MoveIt and SeaYou, the other two largest companies in Matunda, may have less influence and may not be able to resist the government as easily, but you can. The Matunda Labor Union has threatened strikes which will cost you 100 credits each time, but this is not enough to cause you to worry.

Intel:

You have learned that the government is not against automation but wants to propose a gradual transition among the three companies with the first company automating in two years.

Objectives:

- Start automation in 1 year

- Corporate taxes at ≤ 5%

- Training costs at 40/60 (your cost/government cost)

- Foreign workers at 50% (currently less than 10%)