

Office Bully/Bastard Snakes and Ladders: Advanced

"Be the RAT and Not the Cheese in the Office rat race!" – Dr. Leigh Kibby



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Office Bully/Bastard Snakes and Ladders: Ad

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Publisher

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by

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**OFFICE BULLY/BASTARD SNAKES AND LADDERS IS
THE START. TO LEARN HOW TO DEFEAT THE
OFFICE BASTARD, YOU NEED TO PLAY EITHER the
GAME or WORKSHOPS
TITLED:
“OFFICE BASTARD SUCCESS CHESS”
and/or
“BATTLING THE OFFICE BULLY/BASTARD SNAKES
AND LADDERS”**

To learn more about these Kinematic programs, or Accreditation in the use of Kinematic training programs, visit the Kinematic website (<http://www.kinematic.com.au>)

This Booklet is FREE and FREE to GIVE AWAY on the conditions that:

- copyright and ownership of the intellectual property associated with the game is attributed to Dr. Leigh Kibby
- the game is not to be on-sold to others nor used in workshops nor books without the signed written approval of Dr. Leigh Kibby.

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Background to OFFICE BULLY/BASTARD S&L : Ad

Purpose of the OFFICE BULLY/BASTARD S&L Ad (Advanced) Game

The purpose of Office Bully/Bastard S&L Snakes and Office Bully/Bastard is to help participants become more successful at managing their Office Bully/Bastards by:

- Understanding what motivates Bully/Bastards
- Recognising politicking
- Understanding the tricks, games and manipulations used by Office Bully-Bastards.

Playing the OFFICE BULLY/BASTARD S&L Game

The following is a step-by-step instruction for playing OFFICE BULLY/BASTARD S&L: Ad.

Tools and Equipment you will need

Game Board printed out to A2 size or larger and then laminated (use the board supplied at the end of this manual).

Game pieces cut out from document (as supplied at the end of this manual).

Office Bully/Bastard Snakes and Ladders: Ad

Introduction to OFFICE BULLY/BASTARD S&L: Ad

Step 1:

Game Purpose

Office Bully/Bastard S&L Snakes and Ladders is the ultimate game for understanding OFFICE BULLY/BASTARD strategies, tactics and behaviours.

The purpose of Office Bully/Bastard S&L Snakes and Ladders is to teach strategies, skills and attitudes for being a successful Office Bully/Bastards. By knowing these, you can discuss with others what you all see and know and use this as a basis for making change in how you handle the Office Bully/Bastard.

Playing Objective of the Game

All players have the chance to become the BULLY/BASTARD or attain the level they most desire. However, to succeed they need to:

- Learn to Shmooze
- How to deceive, lie and misrepresent
- Spot inauthentic leaders.

Office Bully/Bastard Snakes and Ladders

Designing the Ladders

Step 2:

Objective:

Participants are to create representations of the “Ladders” using the following criteria.

- Substance i.e. the outcomes that have revealed the truth of OFFICE BULLY/BASTARDS
- Truth i.e. the correction to lies told by OFFICE BULLY/BASTARDS
- Whistleblower i.e. the techniques for challenging OFFICE BULLY/BASTARDS
- Law i.e. the EEO, HR and laws used to stop OFFICE BULLY/BASTARDS
- TPOE - The Power Of One i.e. what one person did and how she/he took a stand to stop the OFFICE BULLY/BASTARDS
- TWS – Together We Stand i.e. what teams did to stop the OFFICE BULLY/BASTARDS

Methodology:

1. Using the “Ladder Design Guide” participants/groups are to describe the Ladders that have harmed, or defeated, Office Bully/Bastards.
2. When returning to the playing table, participants/groups take turns to draw their Ladders anywhere on the playing board using the following rules
 - a. Low impact Ladders move BULLY/BASTARDS down 20 places
 - b. Medium impact Ladders move BULLY/BASTARDS down 40 spaces
 - c. High impact Ladders move people BULLY/BASTARDS down 60 spaces
3. This process continues until all Ladders are drawn
4. Ladders must have the following colours
 - a. Substance - Red
 - b. Truth - Orange
 - c. Law - Purple
 - d. Whistleblower - Yellow
 - e. TPOE - Green
 - f. TWS - Brown

Key Learning Points:

- a. People must not explain what their Ladders do as this will be revealed during play
- b. Participants/groups are not obliged to have one of each type, they simply create the number and type that best represents how best to defeat the BULLY/BASTARDS they have seen based on experience.

The "Ladders Design Guide".

Name	Ladder Description	Ladder Impact	Ladder Type	Its impact i.e. is it a very helpful Ladder Or only slightly helpful Ladder and made the Bully/Bastard come down proportionately
Write in a name for your Ladder	Describe what the Ladder does – use an example	Write about the outcome the Ladder produced i.e. what happened to your Office Bully/Bastard(s)	Substance Truth Law Whistleblower TPOE TWS	Rate Low OR Medium OR High

Office Bully/Bastard Ladders and Ladders: Ad

Designing the Snakes

Step 3:

Objective:

Participants are to create representations of the “Snakes” using the following criteria.

- Shmooze i.e. body language and “style” techniques used to be influential
- Glitz and Glamour i.e. clothes and accoutrements used to be influential
- Sizzle i.e. the language that leaders like to hear
- Emotional Co-dependence i.e. how you create psychopants, “yes-men”, disciples and advocates in sub-ordinates
- Seduction and Suck-ups i.e. how to get bosses to trust what you say rather than the truth – not getting judged by your outcomes.

Methodology:

1. Using the “Snake Design Guide” participants/groups are to describe the Snakes they have seen BULLY/BASTARDS use to climb upwards
2. When returning to the playing table, participants/groups take turns to draw their Snakes anywhere on the playing board using the following rules
 - a. Low poison Snakes move people up 10 places
 - b. Medium poison Snakes move people up 30 spaces
 - c. Highly poisonous Snakes move people up 50 spaces
2. This process continues until all Snakes are drawn
3. Snakes must have the following colours
 - a. Shmooze - Gold
 - b. G&G - Maroon
 - c. Sizzle - Black
 - d. Emotional Co-dependence - Blue
 - e. S&S – Grey or Silver

Key Learning Points:

- a. People must not explain what their Snakes do as this will be revealed during play
- b. Participants/groups are not obliged to have one of each type, they simply create the number and type that best represents the BULLY/BASTARDS they have seen in action.

The "Snakes Design Guide".

Name	Snake Description	Snake Impact	Snake Type	Its impact i.e. is it a very poisonous Snake And really helped the Office Bully/Bastard
Write in a name for your Snake	Describe what the Snake does – use an example	Write about the outcome the Snake produced i.e. how did the Bully/Bastard move up	Shmooze G&G Sizzle Emotional Co-dependence S&S	Rate Low OR Medium OR High

Office Bully/Bastard Ladders and Ladders: Ad

Playing the Game

Step 4:

Objective:

Participants are to experience OFFICE BULLY/BASTARD Ladders and Ladders.

Methodology:

1. Participants choose an Icon/Archetype that represents how they see themselves as an investor
2. Participants start at the beginning of the playing Board (as provided later in this manual)
3. The Game is played according to the rules outlined in “Playing the Game” (see below)
4. The following movement rules apply:
 - a. Moves are numerical and consecutive according to the numbers rolled on the dice i.e. roll six and you move six spaces further along the game board
 - b. To cross into higher levels of BULLYING AND BASTARDRY, the following applies:
 - i. Back-stabbers, participants/groups must roll a 10 or better to go up
 - ii. Buggers, participants/groups must roll an 11 or better to go up
 - iii. Bull-s'ers, participants/groups must roll a 12 to go up
 - iv. Bullies, in two consecutive rolls, participants/groups must score 20 or better to go up
 - v. Bastards, in two consecutive rolls, participants/groups must score 22 or better
5. If unable to move upwards, participants can ask anyone above them for support to move up to the next level. The LOWest player in the game then “interviews” the participant and, based on the answers, decides whether the person can move up.

Playing the OFFICE BULLY/BASTARD S&L: Ad Game

Step 1. Moving on the Board

Players roll two dice and move the combined number on the Board and then take action as described on the relevant square. If that Square is someone's Snake or Ladder, then the participants move up or down the "Snakes and Ladders" according to the length of that Snake or Ladder.

Step 2. Ladders and Ladders Rules

If you move onto a Snake, you must move up the Snake.
The person who owns the Snake describes what it is.

Before moving from the Snake's head, players who move up the Snake must describe a situation in which they have used, or seen used, such Snake behaviour. The most junior person on the Board decides whether the action would succeed. Either this, or the player must roll a 10 or better to move on.

If you move onto a Ladder, you must move down the Ladder.
The person who owns the Ladder describes what it is.

Before moving from the bottom of the Ladder, players must describe how they would avoid such a Ladder. The most junior person on the Board if there is none, decides whether the action would succeed. Either this, or the player must roll a 10 or better to move on.

Please note that this engenders vibrant discussion and interaction amongst players.

If a person land on your square, they can be one of the following a:

- i. Back-stabbers and send you back two spaces
- ii. Buggers and send you back six places
- iii. Bull-s'ers and send you back one row
- iv. Bully and send you back one level
- v. Bastard and send you back to the start

The choice of what to be remains with the person who moved onto the square that was occupied.

Step 3. Winning the Game

The game winner is the person who becomes the BIGGEST BULLY/BASTARD.

Office Bully/Bastard Ladders and Ladders: Ad

Debriefing the Game

Step 5:

Objective:

Participants are to understand how they play with the current Ladders and Ladders.

Methodology:

This is a group discussion to understand what participants experienced in the game. Achieve this by forming participants into small groups asking the following questions:

1. What worked for you?
2. What did not work for you? Why?
3. What were the outcomes of tackling the OFFICE BULLY/BASTARD?
4. Are the outcomes worth the risk?

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Personal Commitments

Step 6:

Objective:

Participants are to use their insights and learning goals to make commitments based on the future.

Methodology:

Each participant is to answer the following questions and present their answers to the group.

1. What I most learnt about me
2. What I most learnt about my approach to the Office Bully/Bastard
3. The action I will take
 - i. tomorrow,
 - ii. next week and
 - iii. all this yearto achieve the changes I want and
4. How I will measure success.

Key Learning Points:

- a. Where commitments are vague, ask people how they will know when it is achieved i.e. what they will understand more clearly or be able to do better.
- b. Ask how they will be able to identify the above i.e. what new behaviour or skill will they have.

Office Bully/Bastard Ladders and Ladders

OFFICE BULLY/BASTARD S&L Creator: Dr. Leigh Kibby

Dr. Kibby, known as "Dr. Leigh," is a one of the world's truly creative geniuses having:

- founded the Noetic Psychology movement
- developed numerous new paradigms such as:
 - Neuro-Empathic Programming
 - the Sustainability Triangle (Psychology-Sociology-Ecology),
 - L.E.T. (Language-Emotion-Thought) framework,
 - Affective-Cognitive Integration Model (the NEW Emotional Intelligence),
 - "The Intelligence of Emotions" and
 - Psychological Genome concept.

He is also one of Australia's leading trainers having taught Noetic techniques to over 2500 people including General Practitioners (Family Physicians), Police, teachers, youth workers and IT staff and magers.

Other Business Games provided by Kinematic and developed by Dr. Kibby include:

- The Foresight Saga
- The Moral Dilemma
- The Destiny Game and
- OFFICE BULLY/BASTARD S&L Chess.

Other Games by Dr. Kibby include:

- Take- 2
- The Destiny Game
- Spellcheck
- The Money Game Board
- Snap PLUS.

Qualifications

- **PhD Thesis – Affective-Cognitive Integration: A Test and Developmental Program**
Deakin University, Victoria – completed 2005
- *Graduate Diploma in Group Work and Counselling, 1989*
Adelaide University, South Australia
- **Bachelor of Education, 1986**
Deakin University, Victoria
- **First Year Journalism, 1984**
Deakin University
- **First Year Legal Studies, 1984**
LaTrobe University
- **Diploma of Teaching, 1979**
RMIT University, Victoria







Publications / Presentations

- Joint Winner of the Best Paper Award at the 2002 International Emotions In Organisations Conference.
- "Servant-leadership" - 2003 British Academy of Management Conference.
- "Noetic Leadership" - 2003 British Academy of Management Conference.
- "Servant-leadership Skills" - 2004 Gallup Leadership Institute Conference USA.
- "Noetic Leadership Skills" - 2004 Gallup Leadership Institute Conference USA.
- "Noetic Leadership: A Conceptual Model" - 2006 Gallup Leadership Institute Conference USA.
- Co-author of "Intelligent Emotions Management" for the internationally released book "Key Issues in Organisational Communication"
- "Well-being through Responding to Affect: Core Skills and Techniques" presented to the 2006 Australian Quality of Life Conference
- "Coaching Skills for Responding to Affect" International Journal of Evidence Based Coaching and Mentoring, 2007
- "Ethics, Morals and Behaviour through Coaching Skills for Responding to Affect" paper Accepted for British Academy of Management, 2007
- "Noetic Coaching Skills: Creating Meaning and Purpose" Book Chapter, 2007 (in draft)
- "Noetic Leadership - a Conceptual Model of Leadership Integrating Affect, Cognition and Physiology," 2007 (in review)

OFFICE BULLY/BASTARD S&L Ladders and Ladders Advanced Playing Board

<u>Biggest Bully/Bastard</u>	135	134	133	132	131	130	129	128	127
Bastard	118	119	120	121	122	123	124	125	126
	117	116	115	114	113	112	111	110	109
	100	101	102	103	104	105	106	107	108
	99	98	97	96	95	94	93	92	91
Bully	82	83	84	85	86	87	88	89	90
	73	74	75	76	77	78	79	80	81
	72	71	70	69	68	67	66	65	64
Bull-s'ers	55	56	57	58	59	60	61	62	63
	54	53	52	51	50	49	48	47	46
Buggers	37	38	29	40	41	42	43	44	45
	36	35	34	33	32	31	30	29	28
	19	20	21	22	23	24	25	26	27
Back-stabbers	18	17	16	15	14	13	12	11	10
	1	2	3	4	5	6	7	8	9

Office Bully/Bastard Ladders and Ladders Icons i.e. Playing Pieces

Investor Characteristic	OFFICE BULLY/BASTARD S&L Image
Member of the Board	
Executive	
Manipulator	
Deceiver	
Tough Player	
Optimist	
Normal person	