



# The Acquisition®

# INFLUENCING GROUP DECISIONS

**The Acquisition®** simulation explores the experience of group problem solving and decision making. Group consensus decisions are compared to individual choices, which allows participants to explore the quality of the decisions we make on our own versus when we leverage a group. The simulation teaches participants how to work more effectively as teams and also helps teams learn how best to leverage individual expertise.

*“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

**KinchLyons**  
European Master Partners

The Master Training Partner with Multi-Health Systems (MHS), a Global Provider of Leading Psychological Assessments for over 30 years.

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## The Simulation

The Acquisition uses a business case involving the 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.

### Why does The Acquisition work?

- ▶ It uncovers barriers and explores effective team problem solving and decision making
- ▶ It reveals the differences in perception and perspective within a group working with a common purpose
- ▶ It enables individuals to learn how to become better contributors to a group

## Materials

### Supply Kit Contains:

- ▶ Participant booklets with instructions and self-scoring worksheets for five participants

### Certification Provides:

- ▶ Downloadable Facilitator Materials
- ▶ eLearning module
- ▶ Access to the MHS Talent Assessment Portal

### The Acquisition® works well with:

Influence Style Indicator™  
Decision Style Profile®