

A different  
management  
game



# THE PENGARUH GAME

Balancing strategic and relational challenges

**'In games,  
players can  
quickly  
understand  
the objective  
of the game  
and how to  
improve  
personally or  
collectively'**

Peter Williams

**Pengaruh ("influence" in Bahasa Indonesia) is a management game, developed on the basis of an Indonesian board game.**

The main objective of the game is to learn about balancing the challenges of engaging team members as a leader and simultaneously gaining the necessary trust to make crucial strategic decisions while trying to win the game. Participants acquire more insight into giving and receiving trust in leadership relations. Also, they learn how to involve team members. The game is fun to play and everyone has the opportunity to be a leader.



**'The feedback made  
me aware of how  
others perceive me  
and it motivates me  
to improve my style'**

Student HR, University of Applied Sciences,  
The Netherlands

# 'It opened my eyes to which situations are really stressing me'

Student International Business, Business School, UK



## **Full active participation and learning of all participants**

Ideally, the game is played with a maximum of sixteen people (four teams of four participants). This is to ensure full rotation of the leadership role. There is a half-day and a full-day version of the game. The total time of the half-day version takes four hours, including a thirty minute briefing and a one hour debriefing.

The learning takes place while playing the game as well as during the debriefing. Participants learn for instance by means of structured observation, facilitated feedback and reflection assignments. The learning integration takes place during (and after) the debriefing. The full-day version includes an afternoon session. During this session we explore the concepts of trust and engagement through different learning methods such as case studies, small group discussions and reflections.

# 'It offered insights into how I lead a team and ways to improve'

Student International Business,  
Business School, UK

**Imason** is a small company founded in 2000 and based in Amsterdam. Our core business is what we call Human Business Development. Most of what we currently do and focus on is deeply rooted in our more than 25 years of experience in HR, L&D and leadership development work in large organizations.

**Our projects** focus on applying serious gaming in leadership development and personal development in corporate and higher education contexts. We integrate or redesign (board)games in order to develop experienced based learning activities, aimed at facilitating reflection on what we do and why in cooperation with others. Feedback and reflective learning are at the heart of our projects. Our modules can be customized to organizational requirements.



**'A nice way to  
discover the  
importance of  
trust'**

Student HR, University of Applied  
Sciences, The Netherlands



**Imason**  
Panamalaan 1C  
1019 AS Amsterdam  
The Netherlands  
M: +31 6 11002080  
E: [info@imason.nl](mailto:info@imason.nl)  
[www.imason.nl](http://www.imason.nl)

HUMAN BUSINESS DEVELOPMENT  
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