

Innovation Quality Circles - HDB Corporate Group Forum HDB Corporate Executives

Zeros-To-Heros® Boardgame Session
17th Feb 2006 @ Phoenix Hotel

One might not expect 120 of the Housing Development Board (HDB)'s corporate executives coming together and spending a morning playing a boardgame. However, that is exactly what they did on 17th Feb 2006. It was their Innovation Quality Circles Corporate Group Forum meeting and this year they had contacted Alpha-Plus Training Consultants to demonstrate the patented "MOLI framework" which is a conceptual distillation of the fundamental elements of Enterprise and Innovation.



Richard Mak, the developer of this framework and the inventor of the proprietary Zeros-To-Heros® board-game which puts the MOLI® framework into an actual experiential play and learn context, was present to brief the participants in what was to be a very unique experience of learning via experiential play.

MOLI® Framework

He first explained the basic premise of the "MOLI® framework" which comprised of changing mindsets, spotting opportunities, leveraging on existing resources and connections, and ultimately innovating consistently.

As he pointed out, the lessons learned on that day were not to drive people out of their existing responsibilities into becoming entrepreneurs, but rather, to train them to learn to think and respond as work and life enhancers. He explained that the spirit of enterprise moved people to create and add value in all their endeavours, and that is the secret of surviving and thriving in a global economy. It is no surprise that employers today need employees who have the mindset of an enterprising spirit. These employees must create and add value in every position and sphere of responsibility that they are involved in.



Zeros-To-Heros® Boardgame

With the "MOLI® framework" of Enterprise, Richard began to introduce the Zeros-To-Heros® game. Contained within the elements of game-play are the concepts of the MOLI® framework. Players get to experience decision-making and different ways of engaging others that ultimately cause them to think and absorb the concepts at a deeper level. The idea behind the game is to have learners engage all their senses so that they can take away with them a long-lasting remembrance of this useful framework and its corresponding effects in their lives when applied. Richard briefly gives the rules of the game.



Many reacted to the game as if it was real life where the risks and rewards were tangible. At the end of this second session, they were asked to mention their personal lessons learnt. The majority indicated their realisation of the indispensable need for strategic collaboration, of taking calculated risks and of changing their mindsets. Some realise the implications and impact of their decisions when they were forced to face up to the consequences of these decisions when they encountered “the law” in the form of the “Supreme Court” cards that were an important component in the game.



All in all, it proved to be a highly interactive morning for the 120 participants who got to experience the power of a mindset change and the importance of having an enterprising spirit that motivated them toward creating and adding value to their every endeavour.

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