



# Tricky Transfer

A Management Simulation Game on  
Transferring Successful Innovations

One of the challenges in the public sector is to benefit from other people's innovations. Why reinvent the wheel? Unfortunately, 'replicating' public sector innovations is not easy: sometimes differences seem to outnumber similarities between organizations and contexts. In Tricky Transfer, we invite participants to experience the challenges of a transfer process. The management simulation game is developed on behalf of the United Nations.

## TRANSFERRING INNOVATIONS? It's all in the game!

### Goals

The primary purpose of the game is teaching the participants to successfully transfer the innovation of an originating organization (*Origin City*) to another city (*Transfer City*). Learning goals are the identification of strategic challenges for designing and replicating processes and improving the analytical skills for assessing situations and organizations. The main objectives to be achieved are creating awareness and building knowledge of the transfer process, knowledge management and organizational change.

### Applicability

*Tricky Transfer* is above all a training tool for practitioners, policy makers and other people who are or will be involved in transfer management. The simulation game can be used on the topic of innovation, change management and replication during workshops and conferences, in training sessions and courses and

as a diagnostic, communication or team building tool in real life transfer processes. During a conference, for instance, a game makes a welcome change between active and passive learning.

### How does it work?

At the beginning of the session, all participants are briefed about the goals, requirements of the game and the situation. They are given a collective assignment: develop a strategy for the successful transfer of the innovation '*Schools for Life*' from Origin City to Transfer City. The participants are assigned individual roles and responsibilities. The most important part of the game is the post game

The goal of Tricky Transfer is to further develop analytical and practical innovation skills. It is an excellent tool for training, discussion and project preparation. During a day-long workshop public managers and officials will be involved in role play, analysis and discussion. Tricky Transfer is 'serious fun'. It is a game, but it is hard work. The exercise is designed to be dynamic, demanding and even frustrating – just like real life!

discussion. This is the moment where the actual learning occurs and when people start actively applying their experience and insights to their real life challenge. The evaluative framework needs to suit the specific learning goals of the group. Therefore, the particular evaluation framework that is used will always be custom made.

### Important information

Before the game will be played, an intake will be taken to gather the necessary information to customize the game to the specific needs of a group. Depending on the stage in the transfer process of the organization, the game can be fitted to meet the participants' wishes. The different parts of the game can be extended or shortened and the focus of discussion in the debriefings can vary. The compilation of the group – 12 to 24 participants at a time – can be diverse, consisting of one or more organizations. The average duration of *Tricky Transfer* is 6 to 8 hours.



## Contact

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