A tool for facilitating group discussions.

- Product development since 2014
- Physical and digital version
Topaasia as a tool for facilitating group discussion

- **Power Point**
  - Structure: Low
  - Content: High

- **Topaasia**
  - Structure: High
  - Content: High

- **Post-it**
  - Structure: Low
  - Content: Low
Key elements 1/2

Topic to talk about

Rules of the game

Deck of cards
Key elements 2/2

**Economic sustainability**
Time-saving, budget wise and user-friendly

**Goal oriented process**
The game gives clarity and structure to the discussion.

**Dialogue**
Experiences and ideas are shared to create collective learning and shared knowledge.

**Ready-made content**
Engages participants without a facilitator to:
- a reflective dialogue
- perceive the social system they create

**Gamification**
- Creates a simulation from the topic/issue
- Helps to evaluate and solve a topic from distance
- Protects players identity - anonymity

**Reflection**
- Verbalizes the hidden knowledge
- Engages the players
- Boosts the learning process/modifies new knowledge
A tool for facilitating group discussions.

- **Case A**: Reflective dialogue as part of work development
- **Case B**: Strategic communications & implementation gamified
- **Case C**: Retrospectives and other use cases
Case A: Reflective dialogue as part of work development 1/2

- Early childhood education professionals
  - 20 teams played
  - physical version of the game

- Early childhood education unit management team
  - digital version of the game
  - repeated use

- Early childhood education students
  - The method enables even weaker students to articulate their feelings in a way that builds a tangible understanding of the student's perspective and how best to support them in their studies and work placements.
Design games, such as Topaasia, offer new ways to develop learning in systems.

Studies show that Topaasia sessions have a positive effect:
- the engagement of participants in the discussion
- the development of a shared understanding
- a streamlining effect on the team's decision-making process.

Design games, such as Topaasia, can provide an easy and self-contained way to support systems thinking, both in small groups and in larger interventions.
Case B: Strategic communications & implementation gamified 1/2

A team leader’s perspective:

- "I think the game format helped to motivate the team to discuss strategy and take the discussion seriously. The process and the cards themselves stimulated discussion and people didn't need to be encouraged. Everyone was able to express their own opinions, and the cards supported this where necessary."

The management perspective:

- "Topaasia is the best tool of the strategy implementation tools we have used so far. It is an excellent discussion starter. The predefined topics were perceived as a good thing, i.e. participants did not have to think about what to say, but the cards helped and gave topics for discussion."
Case B: Strategic communications & implementation gamified 2/2

Feedback A:

• “First we defined desired results, planned the topics of the decks and outlined different ways we could play the games. During the fall we played about 20 sessions with Topaasia regarding the strategy engagement. We consider the games successful as we got important insights and data from our employees. The participants were also very pleased with the games”

Feedback B:

• “In our experience, Topaasia is a simple game to play and gives important structure to a strategy development. Thanks to the digital advancement, we could document employees’ discussions around the topics which was definitely one of the best features in the game”
Case C: Retrospectives and other use cases

Case study - Boco IP: Topaasia supports with OKR's and self-directed teams

Interview with Kari Leskiinen, CEO

Customer Story:
In the Words of Over 500 Retrospective Experiences
Samuli Kiviniemi, Digital Development & Culture Lead
Sanoma Media Finland

Henkilöstö-kyselyistä konkretiaan
Jenni Mäkinen, HR Coordinator WSOY

Asiakastarin: Orionilla arvokeskustelut pelittävät Topaasian avulla

TOPAASIA® & ORION
**Product** development in collaboration with clients, researchers and different professionals in their field.

**Variety** of use: from early education professionals to engineers.

**Topaasia** as a Trojan Horse for dialogical approach.
Thank you!

Jussi Galla

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30 day free trial: play.topaasia.com/trial