



SUGGESTED EXERCISE NOTES FOR CAL PLAYING CARDS

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Background

1. The Leadership Playing Cards have been designed to generate discussion among army leaders. It is to provide leader self-awareness, generate diverse thinking and understanding of others within teams. They are a tool to help support informal leader and leadership development.

Suggested Exercise

2. **Exercise – ‘War’.** War is a game of chance that is played around the world. The purpose of this exercise is to get teams discussing the scenarios on the cards with healthy competition generated, based on the card game ‘War’.

3. **Group Sizes** – This is played in two teams (min one person per team, perhaps Section/ Dept level upper limit of each team).

4. **Teams Composition** – This can be a mixture of rank groups to add diverse thinking or groups of same rank range to increase the awareness of others’ thinking and understanding.

5. **Exercise Setup** – Shuffle the pack. Deal the cards face down on the table, back and forth between teams, until you have the same number of cards (26 cards per stack). Neither team should look at their cards.

6. **Playing the Game** –

The object of the game is to win all 52 cards.

Nothing beats an Ace and a 2 beats nothing.

Once two stacks of 26 are dealt, both teams flip the top card at the same time.

The team with the higher card wins the round and collects both cards to add to their hand.

The winning team reads the winning card scenario for the losing team to discuss/respond.

The winning team ensures that each member is involved in the discussion, that all personnel have a voice and are heard.

Teams go to war if the cards are the same (two Jacks, two 9s etc): each team places three more cards face down. They then flip over a fourth card.

Whoever has the higher fourth card wins all cards from this round. If a team doesn't have enough cards to go to war, the team turn their final card face up instead.

The winning team retains cards and the game continues until all cards are won (Game winners).

8. **Follow Up.** At the end of a game, each group can talk through their thought process for any of the scenarios they encountered. They might want to explore the other teams to see if they would have answered or approached the scenarios in the same manner.