IMMERSION TEAMBUILDING TECHNICAL DOCUMENT

Title: ENHANCING EMPLOYEE PRODUCTIVITY THROUGH EMOTION RECOGNITION TRAINING

Introduction: This document outlines a training program design, enhancing employee productivity through improving emotional ability. Ability recognizing and understanding facial expressions of emotion. Ability increases lead to increasing awareness of others' comfort levels and intentions through body language, encouraging win-win intentions and win-win discussions in the workplace.

Objective: The primary objective of this training program intends boosting employee productivity through the following 3 key goals:

1. Enhance employees' emotional intelligence, enabling improvement in recognizing and understanding facial expressions of emotion.

2. Foster awareness of others' comfort levels and intentions by improving employee proficiency in interpreting body language cues.

3. Encourage win-win intentions and win-win discussions in the workplace, emphasizing cooperation and mutual accomplishments and mutual success.

Methods: The training program employs the following methods to achieve its objectives:

- *Tabletop Roleplaying Game (TTRPG)*: Up to four employees participate in an easy-to-play fantasy themed Tabletop Roleplaying Game.

  - ❖ The game elicits a range of emotional responses through play. Employees perform challenging puzzles, social interactions and battles, roleplaying each of their single characters.

  - ❖ The Game master, acting as storyteller and referee, operates the non player controlled characters in the puzzles, social interactions and fantasy battles, coordinating each of the game's five scenes.

  - ❖ The basic building blocks of scenes are encounters or one challenge unit. One puzzle, one social encounter or one battle is an encounter. Players win or lose each encounter. A scene contains up to three encounters. Each game lasts roughly four hours and scenes last roughly one-fifth of the game's time.

  - ❖ Sessions get recorded to capture facial expressions, body language, and negotiation dynamics.

- ❖ Sessions utilize The Microlite20 open-source tabletop roleplaying game system developed by (Robin V. Stacey [aka Greywulf] in 2006). The Microlite20 system specializes in easy “pickup and play” appeal, using a 20 sided die, representing chance of success or failure, based on how high or low a player rolls, added to the bonus that particular player has for that particular skill for that particular task.

Debriefing and Analysis: After the Tabletop Roleplaying Game session, players engage in a debrief process. The Game Master and employee players review and analyze the recorded interactions, focusing on facial expressions, body language, and negotiations that led to success. Employee Players then celebrate the mutual wins according to the preferences of their employer organization.

This training approach aims to cultivate emotional intelligence, improve the ability to read and interpret non-verbal cues, and promote win-win attitudes and discussions in the workplace.

Conclusion: By prioritizing emotional intelligence, awareness of non-verbal cues, and cooperative communication, this training program seeks to enhance employee productivity and foster a more harmonious and productive work environment, workplace contentment and synergy.

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