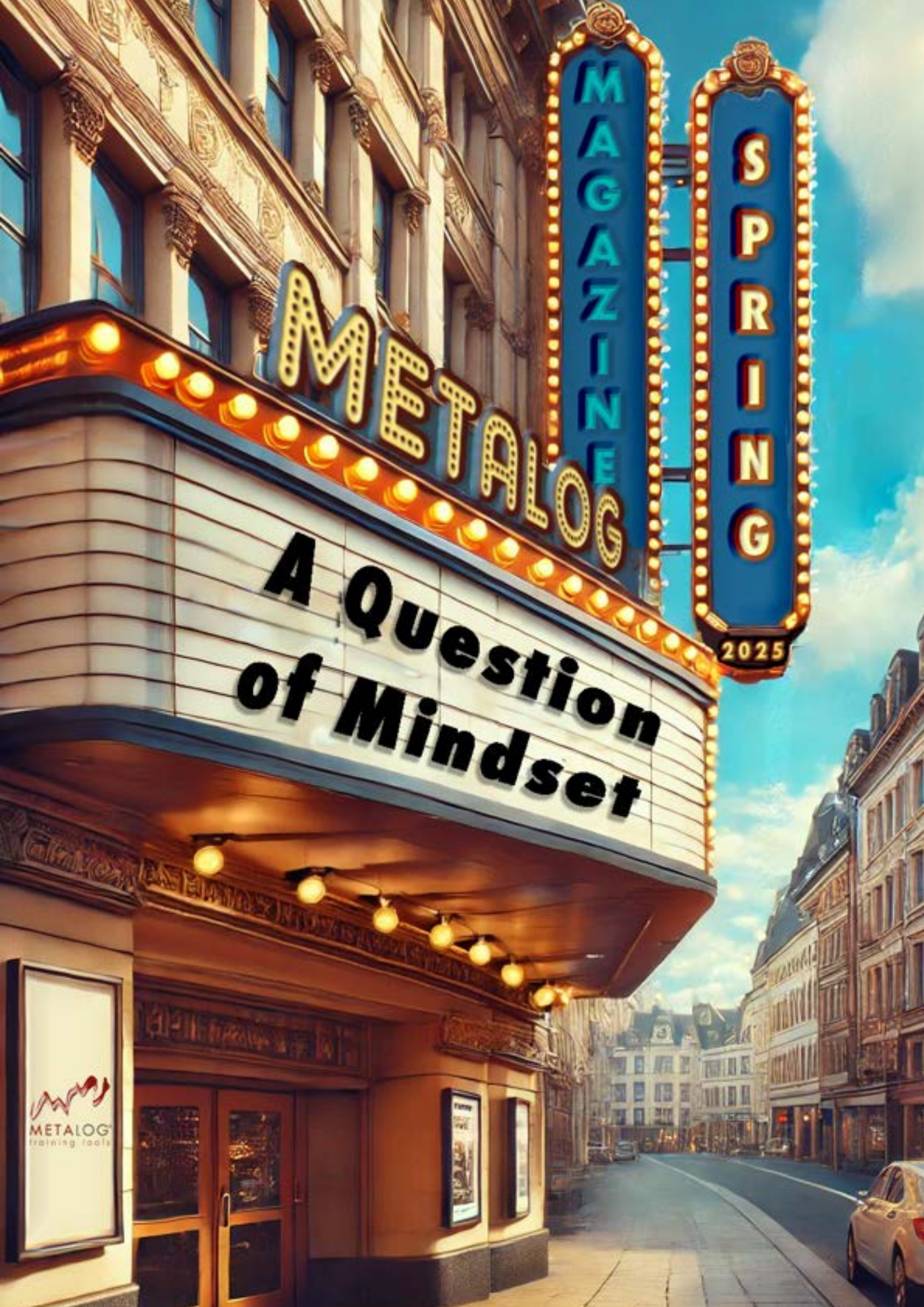




A Question of Mindset


METALOG
training tools

Welcome

to our Spring 2025 product magazine!

Notice anything different? That’s right—we’ve revamped the **look and feel** of our magazine. With a cleaner layout and clearer structure, **finding the right tool for your needs is simpler than ever**. Once again, we’ve packed this issue with tons of ideas and suggestions for your work with groups:

Simply a matter of mindset

Approaching new projects with curiosity—rather than pretending to know it all—is, to us, simply a matter of mindset. We truly believe that this **open, inquisitive “not-knowing” attitude** is what makes a real difference when working with groups. Want to know more? Check out the article on pages 21–22.

Question cards

That sense of curiosity also guides the way we work—especially in the questions we bring to our groups. Whether you’re a trainer, a social worker, or an educator, asking the right questions can open up entirely new perspectives. That’s why we’ve tucked **28 of our favorite reflection questions** right into the center of this issue. Why not print the cards to have them handy at all times?

On the shoulders of giants

In our *Shoulder Series*, we explore the contributions of influential thinkers and practitioners who have shaped both the functionality of our tools and the foundations of the METALOG method. We begin with world-renowned hypnotherapist Dr. Milton Erickson, who not only revolutionized psychotherapy but also left a lasting impact on the fields of systemic coaching and training. See pages 10–11.

New videos

We’ve been busy behind the scenes creating three brand-new videos for you: **SmartMarble**, **FindMe**, and **Ecopoly** are all now **available online**. Just scan the QR code next to the product in this magazine or check out the tools in our online shop.

We hope you enjoy exploring this issue as much as we enjoyed creating it!

Bastian Karrasch + Tobias Voss



Tool in the magazine, pages 27–30



On Whose Shoulders Do We Stand? pages 10–11



New video for SmartMarble, pages 46–47

The cover image for this edition was created through a collaboration between artificial and human intelligence.

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Playful Kickoff & Close



This category is a bit of a wildcard right out of the gate — packed not just with fun little surprises for the group, but also with sweet relief for anyone brave enough to stand in front of a group. Use them as quirky openers, energy boosters, subgroup shufflers, or conversation catalysts. Our training tools are every trainer’s secret weapons!

TeamNavigator

Pulling in the same direction

#WorkshopKickoff
#Cooperation
#Icebreaker



Trainer skill level



Group challenge level

⏰ (min/opt/max) 6/10/18
⌚ (excl. debrief/reflection) 15–30 minutes
📏 1 x 1.50 m table

TeamNavigator

1 TeamNavigator (beech) with 18 braided ropes (1.20 m x 3 mm, detachable), 10 x templates (A2), 1 felt pen, detailed instructions. Dimensions: 63 x 46 x 12 cm. Weight: 7.5 kg. Supplied in a cardboard box.

Order no. 1539 € 720.00 excl. VAT

From guiding teams step by step through the day to sparking creativity, TeamNavigator is a flexible tool for any group activity.

All participants form a circle around the TeamNavigator. Each person picks up one or two of the ropes. The goal is to move the pen in the center across a sheet of paper and draw an arbitrary shape, such as the company logo. Another possibility is to draw along a maze set by the trainer. Other variants are:
Name Compass: The group works together to “map out” the seminar day as a symbolic journey. Instead of using standard directional terms, participants can only navigate the path by using each other’s names.
Be My Guide: The participants who are holding the strings are blindfolded. The other participants give clear, goal-oriented verbal instructions to help their teammates complete the task. This activity highlights the importance of information flow within an organization and illustrates the importance of precise communication to achieving mutual success.

ScenarioCards 1

Team & Organization



#Energizer
#Coaching
#LargeGroups
#Icebreaker
#ConversationStarter
#Inspiration

Set 1 of the ScenarioCards explores common themes within teams and organizations: change, growth, conflict, communication, resources, leadership, goals, and vision. These picture cards act as “conversation accelerators” that help the group access their true motives and emotional states, paving the way for more open, honest dialog. Ideal for coaches, trainers, and facilitators who want to get to the heart of the matter more quickly.

ScenarioCards 2

Stereotypes & Diversity



The second set of “conversation accelerators” is tailored to working with critical incidents, culture shock, and cultural models—and is equally valuable for intercultural communication in general. These visual aids provide a deeper emotional connection, helping people express and explore experiences that are often hard to put into words. A sophisticated tool for anyone working in the field of intercultural training or international collaboration.



Trainer skill level



Group challenge level

⏰ Per set (min/opt/max) 1/10/20
Large groups: ScenarioCards can be scaled up without any limits, making the tool suitable for all group sizes. We recommend using one set pfor every 20 participants.
⌚ (Excl.) debrief/reflection 10–45 minutes depending on how the tool is used

ScenarioCards 1

Team & Organization
50 ScenarioCards printed on high-quality, robust water-resistant plastic; detailed instructions in German and English. Package dimensions: 22 x 22 x 3.5 cm. Weight: approximately 1 kg.

Order no. 1865 € 69.75 excl. VAT

ScenarioCards 2

Stereotypes & Diversity
50 ScenarioCards printed on high-quality, robust water-resistant plastic; detailed instructions in German and English. Package dimensions: 22 x 22 x 3.5 cm. Weight: approximately 1 kg.

Order no. 1866 € 69,75 excl. VAT

ScenarioCards Double Pack 1 + 2

Order no. 1867 € 133,50 excl. VAT

ScenarioCards 1 and 2 are durable, waterproof, and easy to clean—and they still look great, no matter how many hands they’ve passed through.



FacilitationBalls

Conversational pacemakers



Trainer skill level

Group challenge level

FacilitationBalls 1

7 soft foam shapes, 1 fabric bag, detailed instructions.

Package dimensions: 21 x 19 x 10cm. Weight: 0.2 kg.

Order no. 1807 € 69.00 excl. VAT

FacilitationBalls 2

Order no. 1811 € 69.00 excl. VAT

FacilitationBalls 3

Order no. 1814 € 69.00 excl. VAT

FacilitationBalls 4

Order no. 1816 € 69.00 excl. VAT

FacilitationBalls Double Pack 1 + 2

Order no. 1812 € 120.00 excl. VAT

FacilitationBalls Double Pack 3 + 4

Order no. 1818 € 120.00 excl. VAT

FacilitationBalls Complete Set 1-4

28 soft foam shapes, 4 fabric bags and 1 additional bag, detailed instructions. Package dimensions: 35 x 35 x 20cm. Weight: 0.8 kg.

Order no. 1820 € 240.00 excl. VAT

Complete set 1–4 with additional bag!



- 1 Key, heart, open hand, thumbs-up hand, foot, camera, brain
- 2 Lightbulb, puzzle piece, crown, tool, hot air balloon, world, magic lamp
- 3 Lighthouse, butterfly, wizard, microphone, flower pot, ear, cloud
- 4 Suitcase, magnifying glass, remote control, UFO, locomotive, life belt, tangled-up person

#Inspiration
#TalkingPiece
#Catalyst
#TangibleMetaphors

METALOG training tools can generally be considered as **interaction metaphors** because they transpose familiar patterns of action and reaction from everyday life onto new settings. The most tangible of these metaphors are our **FacilitationBalls**, which can be used to illustrate questions, represent different perspectives, focus attention, and much more.

For example, you present the group with a selection of balls, each associated with a particular question, such as:

Wizard: “What was a magical moment for you today?”
Life belt: “What do we still need help with?”
Microphone: “What else is there to say?”

The balls are passed around the circle or thrown randomly into the group. The trainer instructs the group that anyone holding a ball is to address the question associated with that ball. The balls keep the tension high and the questions alive in the room. This allows you as trainer or facilitator to step back and focus more on listening or capturing the key points

that the speakers make.

The FacilitationBalls are also a valuable tool for **one-on-one or small group coaching**, acting as a tactile stimulus for your coachees.

“The balls keep the tension high—and the questions alive in the room.”

FindMe
Better together!

FANTASTIC
ICEBREAKER!

What and how?

When working with groups, there are often times when you need to split them up into smaller subgroups. So why not make this process more engaging and fun? Enter FindMe. With FindMe, instead of simply counting participants or dividing them arbitrarily into smaller groups, the groups form naturally by matching symbols on the cards. FindMe is a fun way to get things started and energize the group!

FindMe helps organize groups of up to 36 participants into equally sized subgroups ranging from 2 to 18 people. "Equally sized" means that no group will have more than one additional person compared to the others. This system works even with an odd number of participants. The cards are numbered and feature 18 different symbols or search terms (e.g., hot drinks, fast food, weather, etc.), with a total of 153 symbols.

#GroupFormation
#WorkshopKickoff
#Icebreaker
#GettingToKnowYou

FIND THE PEOPLE WHO HAVE THE SAME CUTE
MONSTER ON THEIR CARD!

PUZZLE ON THE
BACK!



Trainer skill level

Group challenge level

(min/opt/max) 6/24/36
3-25 minutes
> 25 m²

FindMe
36 numbered picture cards (15 x 15 cm). Detailed instructions. Package dimensions: 17 x 17 x 9 cm.

Order no. 1745 € 95.00 excl. VAT



EmotionCards
Show how you feel

#MentalImagery
#Inspiration
#ConversationCatalyst
#Coaching

To wrap up a learning project, ask your participants to choose an EmotionCard in response to questions like: "How did you experience this learning project?" or "What was helpful for you?" Each person then shares their card with the group. This makes it easier for quieter or more reserved participants to join the conversation.

Here are a few other ways you can use them: *Getting to know you:* Ask participants to pick a card from the set by saying: "Choose one image that says something personal about you." The photo serves as a starting point for introductions.

Team reflection: Group members each choose one card to answer the question: "Where do we currently stand as a team?" and "Where do we want to go next?"

Creative writing: The photo cards provide powerful inspiration for original written texts.

Language learning: Use the cards to spark spontaneous conversations in foreign language practice groups.

Setting expectations: Ask participants to choose an EmotionCard that answers the question: "Which image reflects the goals that you most want to achieve through this course?"

Feedback: At the end of a learning phase, you can invite participants to pick a card in response to questions like: "What was a key takeaway for you?" or "What's something you'll try to implement in your daily life?" Each person then uses the card they choose to give their feedback.



Trainer skill level

Group challenge level

(min/opt/max) 6/12/18
(excl. debrief/reflection) 20-40 minutes
5 x 6 m

EmotionCards 1
50 photo cards. Dimensions: 21 x 14.5 cm, detailed instructions. Supplied in a fabric bag.
Order no. 1806 € 62.50 excl. VAT

EmotionCards 2
Order no. 1808 € 62.50 excl. VAT

EmotionCards Double Pack1 + 2
Order no. 1809 € 116.00 excl. VAT



When words fall short, EmotionCards help your groups open up and connect.



On Whose Shoulders Do We Stand? (Part I)

Milton Erickson, Father of the Systemic and Solution-Focused Approach

In this and upcoming editions of our product magazine, we take a closer look at the key sources of inspiration for the METALOG Method, with a special focus on the hypnotherapeutic approach and the use of interaction metaphors.



Dr. Milton H. Erickson (1901–1981) was a physician and hypnotherapist from the United States whose groundbreaking methods became the cornerstone of modern-day resource-focused, systemic psychotherapy.

Milton Erickson was renowned for his unique, creative use of communicative techniques—an approach deeply rooted in his personal experience. After contracting polio in his youth, he was left severely paralyzed and confined to a wheelchair. In response to his condition, he developed a range of coping strategies that not only aided his recovery but also shaped his perspective on human potential. These formative experiences led him to explore innovative ways of helping others. One of his most influential contributions was

the development of “indirect hypnosis,” a method that employed metaphors, storytelling, and unconventional communication to access the subconscious minds of his clients.

Dr. Erickson was a master at discovering solutions tailored to each person he worked with. He firmly believed that every individual is unique and possesses an inner wisdom waiting to be awakened. Rather than seeing problems as obstacles, he viewed them as opportunities for personal growth and transformation. His work earned widespread respect, both in academic circles and among his clients. Today, many therapists and coaches continue to draw on his insights and techniques, integrating them into their own practices. His legacy endures in modern psychotherapy, coaching, and training, profoundly shaping our understanding of human development.

The Ericksonian Metaphor

Erickson viewed metaphors as powerful tools for communication. As stories, they use vivid and symbolic imagery to connect with personal experiences and activate internal resources. Erickson crafted tailored metaphors

to subtly convey messages and inspire shifts in thinking and behavior. His stories were layered, ambiguous, and flexible, open to multiple interpretations and rich in personal meaning. This approach allowed his clients to uncover their own insights and solutions through the narrative.

A key aspect of Erickson’s use of metaphor was *isomorphism*—the structural similarity between the metaphor and the real-life situation it represented. Erickson believed that, for a metaphor to be effective, it needed to reflect the client’s experience in both structure and dynamics. By using metaphors that were isomorphic to the client’s challenges, he fostered deeper connection and stronger resonance. This structural alignment enabled his clients to see themselves in the story and draw meaningful insights and solutions from it.

The interaction metaphor

In the METALOG Method, both the tools and the participants’ experiences function as metaphors for interaction. The participants engage in a shared challenge that, much like a story, unfolds in stages and involves multiple roles. The structure of each tool naturally incorporates communication processes, interdependencies, and obstacles. Fully immersed in the activity, participants deploy all of their senses. Afterwards, each person interprets the experience in their own way. The facilitator supports the process of attributing meaning by asking reflective questions like, “How does this experience relate to your everyday interactions?” or “What would you change if you were to do the task again?”

Systemic Thinking and Practice

Let’s take a closer look at some of the key aspects of Milton Erickson’s work that contributed to the development of systemic thinking and therapy, and how these principles are applied in the METALOG Method.

Emphasis on interaction and relationships:

Erickson saw problems not as isolated issues, but as connected to how people interact with those around them. He understood that social context and relationships play a big role in how problems start and continue.

The goal of working with the METALOG Method is to develop interactions and relationships by creating a space for group experimentation. This encourages the participants to step into new roles and test out unfamiliar behaviors.

Focus on resources and solutions:

Erickson placed great importance on identifying and utilizing resources within his patients’ social systems. He highlighted the importance of positive dynamics and solution-focused pathways within people’s relationships and surroundings. This resource-focused approach is also a key part of systemic thinking.

The resource-focused approach in working with interaction tasks is multifaceted. Trainers are encouraged to stay alert to hidden strengths (following the motto: “Solutions are lurking everywhere”) and to spark moments of realization through powerful, solution-focused questions—helping learners uncover new perspectives.

Idea of circular causality: Erickson understood that when one element of a system shifts, it can influence the entire system—and the reverse is also true. He emphasized the need to explore feedback loops and the complex interplay within social relationships.

One of the most valued features of the METALOG training tools is their diagnostic nature: when a team takes on a task, the typical interactions and dynamics of the group quickly come to the surface. But because this happens in a “third space”—rather than

in a familiar, everyday context—the participants can reflect on these dynamics and, potentially, reshape their behavior patterns.

Flexibility and adaptability: Erickson was known for his ability to adapt to the unique characteristics and needs of his patients. He encouraged flexibility and creativity in counseling to bring about systemic change. This adaptable mindset is also a core principle of the systemic approach.

To ensure interaction tasks are truly effective, it is important for facilitators to develop a highly flexible approach. Flexibility allows us to respond to spontaneous group reactions and create meaningful opportunities for the learning process. Interaction activities are essentially open learning projects, where the ultimate outcome is not yet clear at the start.

Dr. Milton H. Erickson’s ideas and principles played a key role in shaping the evolution of the contemporary systemic approach. His emphasis on relationships, resource orienta-

tion, circular causality, and adaptability has had a profound impact on systemic thinking, systemic therapy, and the craft of coaching as we know it today.

Further reading

Sidney Rosen, Lynn Hoffman: *My Voice Will Go With You — The Teaching Tales of Milton H. Erickson*

Gunther Schmidt: *Einführung in die hypnosystemische Therapie und Beratung (Introduction to Hypnosystemic Therapy and Counseling)*

Tobias Voss: *Transform Your Training—The METALOG Method*

Jeffrey Zeig (Ed.): *A Teaching Seminar with Milton H. Erickson*

Ausbildung

Experience-Oriented Learning Methods (EOL): A 3x4-day train-the-trainer program by METALOG



“Motion Indicator of Light” by Silvia del Grosso, www.silviadelgrosso.it

Tobias and Daniela Voss, the founders of METALOG, had long been captivated by Milton Erickson’s approach. Eager to experience his ideas in their most authentic form, they chose to study with former stu-

Books



We believe it’s important not only to provide you with highly durable, thoughtfully designed tools, but also to share the methods and concepts behind them. That’s why we wrote *Transform Your Training*, a book that explores the core principles and philosophy behind our tools. You’ll also find a wealth of case studies in our other books, offering insight and inspiration to enhance your work as an educator, facilitator, or coach.



The METALOG® FieldBook

58 cases studies from 51 authors spanning 9 countries showcase the widespread use of METALOG® training tools in real-world settings—from business and public administration to schools, churches, and social work.

The METALOG® FieldBook
METALOG® training tools
in 58 Case Studies
Tobias & Daniela Voss (Ed.)
Approx. 320 pages, 19 x 27cm
Soft cover
Order no. 1550 € 40.18 excl. VAT



Das METALOG® FieldBook

Das METALOG® FieldBook
METALOG® training tools
in 58 Case Studies
Tobias & Daniela Voss (Ed.)
Approx. 320 pages, 19 x 27cm
Soft cover
Order no. 1549 € 40.18 excl. VAT



Die METALOG® Methode

Die METALOG® Methode
Author: Tobias Voss
Approx. 132 pages, 21 x 21 cm
Soft cover
Order no. 1545 € 33.00 excl. VAT



Transform Your Training—The METALOG® Method

Tobias Voss brings the use of interactive tasks to life with vivid descriptions and practical examples. By integrating hypno-therapeutic expertise with systemic methods and experiential learning, new possibilities unfold: interactive tasks become powerful and lasting interventions in areas such as communication training, team development, leadership programs, and change processes.
This book is a treasure trove for anyone passionate about meaningful learning, and an essential resource for users of METALOG® training tools.



Transform Your Training—The METALOG® Method
Author: Tobias Voss
Approx. 185 pages, 21 x 21 cm
Soft cover
Order no. 1544 € 33.00 excl. VAT

Dynamic Learning

The tools you’re about to see all have one thing in common: they get people moving—literally at first, and then mentally through reflection. No athletic skills are required to take part, and the more diverse the group’s abilities and backgrounds, the more interesting, dynamic, and challenging the experience becomes.



Trust and solid planning—experienced through all the senses.

Pipeline

Rolling communication

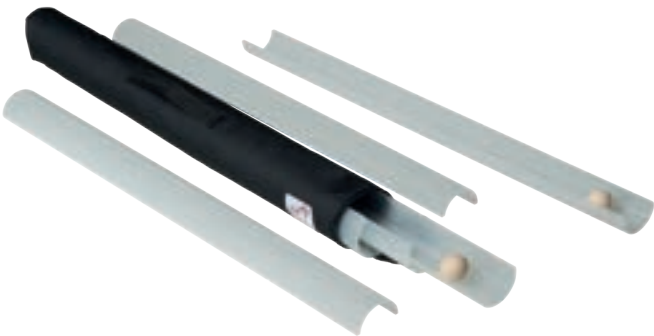


#HighEnergy
#Organization
#StressTolerance
#(Interface)Communication

*Is everything running smoothly on your end?
Pipeline effortlessly explores key themes of
cooperation and communication.*

The group’s task: to transport a ball across a designated distance to a predetermined target point. The ball, symbolizing a shared challenge, must not be touched directly. The only means of transport is the Pipeline, a system of halved plastic tubes that participants can use only according to specific, pre-agreed rules. How will they manage to complete the task successfully? In this fast-paced and highly engaging activity, success

depends on the group’s ability to organize and coordinate effectively.





👑👑👑
Trainer skill level

●●○
Group challenge level

👤 (min/opt/max) 6/16/30
🕒 (excl. debrief/reflection) 10–25 minutes
📏 Minimum 10 x 8 m

Pipeline
6 halved pipes made of robust, semi-transparent matt plastic, 2 wooden balls, detailed instructions. Package dimensions: 71 x 11 x 10.5cm. Weight: 2 kg including bag. Supplied in a transport bag.

Order no. 1530 € 250.00 excl. VAT

EasySpider

Through thick and thin

#TeamBuilding
#Trust
#PhysicalActivity
#ManagingBottlenecks

The trainer sets up EasySpider before the group arrives. The task is for all of the members of the group to get through the EasySpider from one side to the other. However, each hole can be used only once and touching the net in any way incurs penalties. How will the group manage to organize their resources in order to solve the challenge?

Thanks to its unique threading design, the EasySpider web stays untangled during transport. After a little practice, you can set it up in less than 5 minutes! The size of the individual holes is adjustable, as is the overall height and width of the web. Use the separately available Spider Frame to set the web up anywhere in a room.



👑👑👑
Trainer skill level

●●●
Group challenge level

👤 (min/opt/max) 8/17/34
🕒 (excl. debrief/reflection) 20–60 minutes
📏 5 x 8 m

1 EasySpider
1 spider web with 17 individually adjustable cells made of elastic cord, braided 16 times; 4 tension belts (4 m) with cam buckles, 2 detailed instruction manuals for setup and use. Package dimensions: 34 x 25 x 11 cm. Weight: 2.6 kg including case. Supplied in a wooden case.

Order no. 1517 € 335.00 excl. VAT

2 EasySpider Frame
This free-standing frame allows you to set up the EasySpider both indoors and outdoors—no need for posts or trees. All you need is a flat surface. Dimensions of the assembled frame (H x W x D): 2.4 x 3.39 x 1.11 meters. Hand-welded ash wood and stainless steel construction in signature METALOG® quality. Includes 12 parts, 4 carabiners, and 1 instruction manual. Package dimensions: 120 x 16 x 16 cm. Weight: 6 kg including carrying bag. Supplied in a fabric bag.

Order no. 1522 € 430.00 excl. VAT



Scoop

So how’s your team today?



Trainer skill level

Group challenge level

(min/opt/max) 6/14/16
(excl. debrief/reflection) 15–20 minutes
10 x 10 m

Scoop
1 Scoop (made of plastic) with 16 robust strings (2.50 m x 3 mm, detachable), 3 balls, detailed instructions. Package dimensions: 31 x 22 x 15 cm. Weight: 1 kg including bag. Supplied in a soft bag.
Order no. 1500 € 208.00 excl. VAT



Trainer skill level

Group challenge level

(min/opt/max) 5/10/20
(excl. debrief/reflection) 5–20 minutes
Approximately 30 m²

FlyingCarpet
1 circular cloth (Ø 2.5 m) with a wide padded grip, 2 balls, detailed instructions. Package dimensions: 63 x 46 x 12cm. Weight: 4.5 kg including bag. Supplied in a fabric bag.
Order no. 1855 € 381.00 excl. VAT



Surprised that Scoop is one of the trickiest of our string-based tools...?

#Focus
#Cooperation
#GoalOrientation

The group’s task is to use the Scoop to lift a ball and then transport it to a designated point. The following variants have proven to be particularly effective:
Remote control: A designated leadership team is given the responsibility of coordinating project execution. They are, however, are not allowed to touch the ropes themselves.

How will they ensure clear communication and effective coordination to achieve the goal?
Energizer: The entire group works together to pick up the ball using the Scoop and move it to a previously defined location, coordinating the task as a team.

The Maze

Getting on track

#Teamwork
#HandlingMistakes
#Feedback
#(Nonverbal)Communication

With a specified “budget” at their disposal, the group has the task of finding the hidden path across the predefined field. When someone makes a misstep, a signal sounds. Unavoidable mistakes are not penalized. But if the group repeats the same mistake, the signal sounds again, and the group must pay a penalty. Through shared support and collaborative learning, the group manages to develop a strategy so that, at the end, all participants can cross the field. The teams need to compensate for the weaknesses of individual members and silently develop a mutually beneficial approach.
The flip: In this variant, the whole group stands on the cloth. The task is to turn the cloth over without stepping off it.

All learning is based on feedback.

Trainer skill level

Group challenge level

(min/opt/max) 6/12/18
(excl. debrief/reflection) 20–40 minutes
5 x 6 m

The Maze
Washable cloth, signal whistle, 20 wooden banknotes, 1 clipboard, and detailed instructions. Package dimensions: 39 x 37 x 13 cm. Weight: 3.5 kg including carrying bag. Supplied in a transport bag.
Order no. 1805 € 395.00 excl. VAT



Complexity

Manage complexity



#HighEnergy
#LeadershipBehavior
#SelfOrganization
#ProcessOptimization

Trainer skill level

Group challenge level

(min/opt/max) 10/15/20
(excl. debrief/reflection) 45–90 minutes
Open space of 10 x 15 m

Complexity
30 plastic cards made of acrylic glass, 8 x 8 cm, 8 mm thick with numbers printed in red, 1 stopwatch, 15 m rope (8 mm thick). 1 transportation container, facilitation instructions. Package dimensions: 36 x 26 x 14 cm. Weight: 4.5 kg. Supplied in a wooden case.
Order no. 1538 € 403.00 excl. VAT

or her from doing so.
Marked: Some of the holes are masked from below with round, labeled facilitation cards. The ball is then to be transported from one of the newly created positions to the other.

With a sporty and humorous touch, the FlyingCarpet sends balls (and maybe other objects?) flying!



The Band

Stretching teams



#SpaceWithinSpace
#Trust
#Interdependencies
#Communication

The Band creates a “closed” space that is both visible and tangible, making it the perfect environment for indepth group conversations and building trust. Within a dynamic setting, teams experience the interplay between stability and change. It’s also great as an icebreaker, energizer, or for closing reflections.



Available in 3 sizes



Trainer skill level

Group challenge level

Standard: 4–16; XXL: up to 24; mini: 2–8
(excl. debrief/reflection) 10–25 minutes
Large obstacle-free, open area

The Band Standard (blue, in carry sack)
Washable Lycra band, detailed instructions.
Package dimensions: 36 x 26 x 14 cm (39 x 36 x 19 cm). Weight: 2.5 kg. Supplied in practical carry sack. Available in the following lengths: Standard (5 m), XXL (6 m), Mini (3 m)

Order no. 1540 € 336.00 excl. VAT

The Band XXL (red, in carry sack)
Order no. 1541 € 377.00 excl. VAT

The Band Mini (green, in carry sack)
Order no. 1563 € 231.00 excl. VAT

Whether dynamic or totally calm—The Band creates space for both.



With CultuRallye, different cultural rules are instantly experienced in a powerful way.



CultuRallye

Rules make life easier—or do they?

#InterculturalCommunication
#HighEnergy
#ObservingBehavior
#BreakthroughExperience
#(Mis-)Understanding

On each table, the participants begin by playing with specially designed dice to learn the rules of the game. Once they are all familiar with the rules, no more speaking is allowed, and they play on in silence. After a while, the trainer stops play and some participants move to a new table, where they continue playing—without knowing that each table is following different rules. Not allowed to speak, they must now navigate the unfamiliar situation, either by adapting to the new rules or trying to apply the ones they brought with them. This gently delivered culture shock becomes a real eye-opener, offering insight into what it feels like to be a stranger in a new environment, and what we need in order to find our bearings.



Trainer skill level

Group challenge level

(min/opt/max) 9/12/16; XXL: 9/12/35
(excl. debrief/reflection) 20–25 minutes
60 m² upwards, providing space for 4 to 7

CultuRallye (up to 16 participants)
8 dice, 320 cash chips, 16 plastic beakers, playing instructions for 4 tables, detailed instructions. Package dimensions: 36 x 26 x 14 cm. Weight: 3.5 kg including case. Supplied in a wooden case.

Order no. 1804 € 295.00 excl. VAT

CultuRallye XXL (up to 35 participants)
14 dice, 700 cash chips, 35 plastic beakers, playing instructions for 7 tables, detailed instructions. Package dimensions: 39 x 37 x 13 cm. Weight: 5 kg including case. Supplied in a wooden case.

Order no. 1850 € 475.00 excl. VAT



CultuRallye Standard



CultuRallye XXL

StringBall

Handle with care



Trainer skill level

Group challenge level

(min/opt/max) 4/9/12
(excl. debrief/reflection) 15–45 minutes
Maximum amount of space possible

StringBall
1 ring of hardened stainless steel with 8 robust braided strings 2 m x 3 mm, 2 pedestals (beech, easy disassembly), 1 ball, 8 blindfolds, detailed instructions. Package dimensions: 31 x 22 x 15 cm. Weight: 2 kg. Supplied in a soft case.

Order no. 1511 € 180.00 excl. VAT



At first deceptively simple, StringBall quickly becomes a test of teamwork when obstacles are added to the challenge.



#Energizer
#Cooperation
#LeadershipStyles
#Movement

Some of the participants put on blindfolds. These “blind” team members must transport a ball—balanced on a metal ring—from a starting base to a target base, and place it there without letting it fall. They stand in a circle and maneuver the ring in the center using strings, which must remain at their original length. The “sighted” participants are responsible for coordinating the actions of their blindfolded teammates. Touching is not allowed.

You can easily adjust the difficulty of the challenge by changing where the bases are placed—maybe on rough terrain or at different heights. If you’re conducting this activity outdoors and want to add more excitement, try using a raw egg instead of a wooden ball!

FloatingStick

When one hand doesn’t know what the other is doing



#Focus
#FastAction
#MindfulCommunication
#SelfOrganization

The group forms two lines facing each other. The FloatingStick is placed on their extended index fingers, with a light downward pressure applied. The goal: get the stick to the ground—while maintaining uninterrupted finger contact at all times. Sounds simple, right? But the moment the trainer lets go, the stick moves upward instead of down! That’s

because this ultra-light stick responds to tiny upward pressure, and everyone instinctively pushes just a little. Only through clear communication, focus, self-organization, and facilitation can the group successfully complete the task.

Thanks to its modular design of six pieces, the FloatingStick works great for splitting large groups into smaller ones—and bringing them back together later.

As if by magic, the FloatingStick keeps rising whenever the group tries to lower it to the ground.



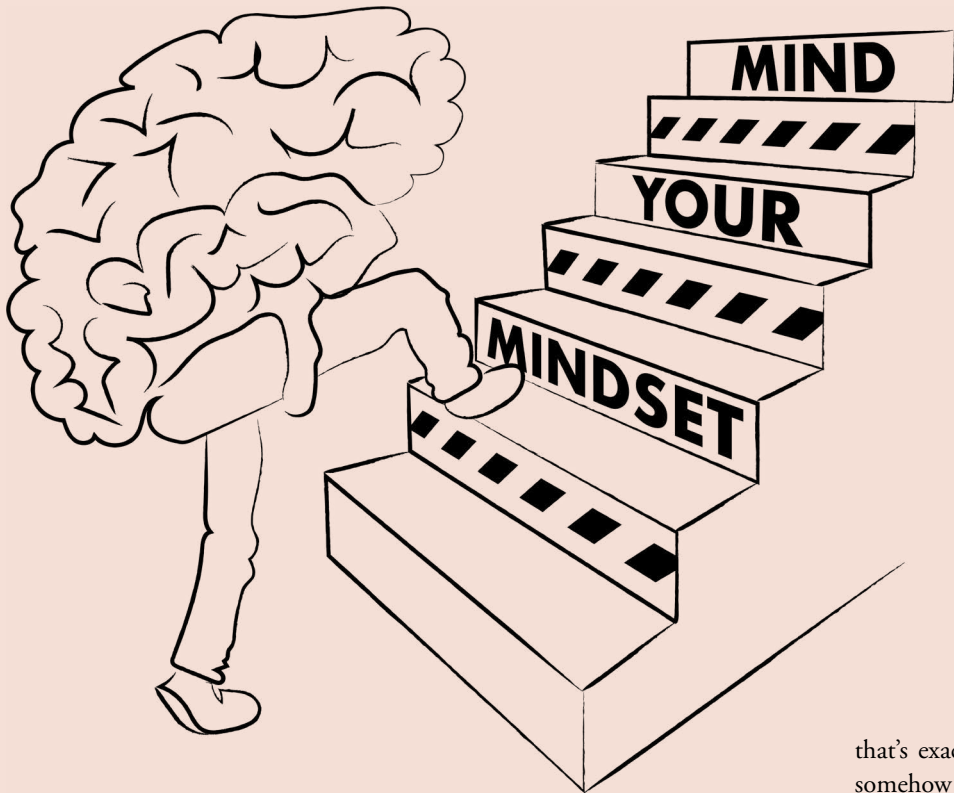
Trainer skill level

Group challenge level

(min/opt/max) 6/12/22
(excl. debrief/reflection) 5–15 minutes
8 x 5 m when using full length

FloatingStick
1 FloatingStick (6 screw-threaded aluminium tubes, each 0.65 m in length, detailed instructions. Package dimensions: 71 x 5.5 x 5.5 cm). Weight: 0.5 kg including bag. Supplied in a practical transport bag.

Order no. 1506 € 157.00 excl. VAT



By Bastian Karrasch

In recent years, anyone who was paying attention might have noticed an interesting trend in the world of Learning & Development: many courses were suddenly being marketed as providing more than just a method. Indeed, they offered a *way of life*, a *mindset*, a *philosophy*. This trend seems to be waning, but it’s left a lingering question: What does it really mean to claim that you can *teach* a mindset?

Is that even possible? Can you really convey a mindset in a training course that lasts a few days, or, at most, a few weeks? What kinds of mindsets are we talking about anyway? And which ones are actually useful in training, teaching, coaching, or consulting?

At its core, a mindset is a kind of orientation toward certain things, people, or situations. It could perhaps be described as a conscious or semi-conscious intention to respond to particular experiences in a certain way.

For example, I deliberately treat others with kindness. Perhaps I will give that waiter who has just spilled three drinks all over me the benefit of the doubt and assume he meant well.

But the wording already gives something away: mindsets are more like aspirations, ideals we strive for, rather than predictable outcomes. A mindset resides within us and is expressed, to varying degrees, through our outward behavior. Some mindsets we express more consistently than others. And

that’s exactly where the idea that you can somehow *teach* a mindset starts to become complicated.

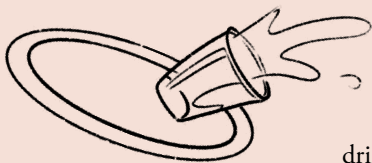
People tend to resist having their internal beliefs dictated by others—understandably so, as those beliefs are closely tied to personal experiences, values, and identity. This may help explain why many training programs have moved away from bold claims about instilling specific mindsets. Yet the question remains: **Should we talk about mindset in training or not?**

We believe we should—but with a different approach: one rooted in curiosity and openness. This is a rich area for exploration, reflection, and shared learning. At the same time, we don’t believe mindset can be taught like a rule or a set of instructions.

As mentioned earlier, mindset often emerges through encounters—through interactions, challenges, or meaningful experiences. It might be sparked by a statement, a situation, or a person. And it’s within these moments of connection that we see the true value of mindset—for training, teaching, coaching, and beyond.

We’ve identified a few key mindsets that we find helpful and that we hope are reflected in our products, how we communicate, and how we conduct our training sessions.

Some key **mindsets we hold when working with people and supporting their growth** include the principle: “I’m OK, you’re OK.” Borrowed from Transactional Analysis (Thomas A. Harris), this principle reflects a belief in mutual respect and equal worth as the foundation for healthy relationships. Embracing authenticity, both in



“Helpful, learning-oriented mindsets aren’t simply acquired in a seminar—they emerge through lived experience”

ourselves and in others, is a fundamentally supportive and empowering stance.

Two more specific phrases come from the field of Neuro-Linguistic Programming (NLP): “Every behavior has a positive intention—for the person doing it.” In other words, people act in ways that make sense to them, often in an effort to meet genuine needs—such as integrity, belonging, or loyalty to someone else. What may seem puzzling or problematic to us might feel entirely logical, even necessary, from the other person’s perspective.

And ... “Everyone already has the resources they need to make the changes they want.” In the L&D context, this mindset suggests that growth doesn’t come from simply pouring in knowledge from the outside. Instead, effective learning support helps individuals uncover and activate the strengths, insights, and potential they already carry within.

In our view, this means that anyone responsible for a learning process or a group should build on the resources already present in the group. It’s not helpful to rigidly cling to a set plan or method, no matter how tight the schedule. Instead, it’s worth being radically flexible in responding to the group’s needs.

If something’s not there, it’s just not there. And that, in turn, means intentionally and explicitly sharing responsibility for the process and the outcome with the group.

What kind of relationship are we offering when we say, “I know what you need to learn and how”? And what are we expressing instead when we say, “Here’s what I’ve brought. Let’s see what we can do with it together”?

There’s certainly more that could be added to this list. But above all, these reflections point to one key idea: helpful, learning-oriented mindsets aren’t simply acquired in a seminar—they emerge through lived

experience. They require internal work and reflection. Active learning but also for healthy group dynamics. Claiming to teach such a mindset in a single training session often amounts to little more than marketing speak.

When a workshop sparks genuine reflection, we consider that a true success. Skilled, experienced trainers can create those moments—consistently. But it never comes from pre-packaged formulas; it arises through real engagement with the group and its individual members.

At METALOG, we intentionally embrace the mindset that we don’t have all the answers—nor do we claim to hold any universal truth. With that in mind, we warmly welcome your thoughts, perspectives, and reflections in response!



Collaborate & Negotiate



In this category, you’ll find learning activities that require participants to alternate between discussion, creative collaboration, and silent negotiation to tackle a challenge. Each activity emphasizes interpersonal or small-group interaction, providing a shared experience that serves as a valuable reference point for the reflection that follows.



HeartSelling

A fair trade?



Trainer skill level

Group challenge level

(min/opt/max) 8/16/24
(excl. debrief/reflection) 30–45 minutes
Approximately 50–100 m², 4 tables in the corners, enough space for the market place in the center. Alternatively, use multiple rooms

HeartSelling

32 laser-cut flat matte acrylic shapes, 12 printed wooden boxes, feedback sheets, name cards, clips for name cards, 44 cash chips, info cards, detailed instructions. Package dimensions: 39 x 37 x 13 cm. Weight: 4.5 kg. Supplied in a wooden case.

Order no. 1803 € 760.00 excl. VAT

#SalesTraining
#Negotiation
#AppreciativeCommunication
#OvercomingSiloThinking

The group is divided into four teams. Each team’s objective is to exchange, buy, or sell parts through fair and intelligent trading. The ultimate goal is for each team to assemble a complete shape using these parts. The teams come together for three rounds of trading in which they attempt to sell high and buy low.



Between these phases, they hold team briefings to refine their strategies and adapt their approach. Just like in a real marketplace, new information gradually emerges that shapes decisions and requires timely responses. At the end of the trading rounds, the teams give each other feedback. HeartSelling fosters a continuous balancing act between maintaining mutual respect and pursuing profitability.



Ecopoly 2.0

Sustainable interaction

Three teams compete for a limited resource that they all depend on. If one team gets greedy, it may cause ripple effects across the system. But when all groups take only what they need and give the resource time to recover, everyone wins. Initially, since the groups cannot communicate at the beginning, greed and competitive thinking usually win out—often leading to failure for all. Only over time do participants realize that a sustainable, systemic mindset is key to success.

Now featuring three new scenario formats:

A. OverFishing—When Is Enough, Enough?

Three fishing fleets, each represented by one ship, set out to sea with the aim of maximizing their catch. The game is played over 6 to 10 years (rounds). Initially, the ocean is teeming with fish. But the more that's taken, the slower the fish stocks recover. What are the consequences of unchecked fishing?

B. Big Picture—Understanding the Broader Organizational Context

Each team acts as an standalone department within a larger enterprise. While looking to optimize their own profitability, they must also manage a budget provided by central headquarters. Each fiscal cycle lasts five minutes. Departments may request additional funding but covering their annual operating costs also eats up three budget units, which are permanently removed from the system. Any funds not spent by year-end will double in value next year. Can they think beyond

their own interests? Now it is time for the departments to apply for their additional budgets...

C. Three Planets—One for All, All for One?

The three Ecos tribes inhabit various planets in a distant solar system. These planets orbit a central mother planet, which contains a large lake producing Ecopozone—a gas essential for life—that naturally regenerates over time. Once per Eco-month, each group lands on the mother planet to replenish their supplies of Ecopozone. But how much of the precious gas can they take this time? It's easy to lose sight of the bigger picture.

#LimitedResources
#SeeingTheWholeSystem
#PlanningAndActingLongTerm
#TooMuchOfThePie



Trainer skill level

Group challenge level

(min/opt/max) 6/12/15
(excl. debrief/reflection) 45 minutes
Dependent on group size, but minimum 50 m²

Ecopoly 2.0
Contents: 3 containers, 200 resource cubes in 2 fabric bags, detailed instructions. Package dimensions: 28 x 9.5 x 10.5 cm. Weight: 1 kg including bag.

Order no. 1503 € 318.00 excl. VAT



Parts made of recyclable material



Only through effective cooperation can this seemingly simple puzzle task be solved.

Team²

More than the sum of its parts

##(Nonverbal)Communication
##(Shared)Goals
##SelfOrganization
##OvercomingSiloThinking



Trainer skill level

Group challenge level

(min/opt/max) 5/10/10
(excl. debrief/reflection) 10–30 minutes
Table with minimum space of 1 x 1.20 m

Team²
30 plexiglass shapes for 10 squares, detailed instructions. Package dimensions: 26 x 18 x 12 cm. Weight: 1.5 kg including box. Supplied in an elegant slide-top case made of beech and birch wood.

Order no. 1520 € 324.00 excl. VAT



This activity easily scales for groups over 10—just add a second team. With 14 or more participants, it's best to split into two groups and run the challenge at two tables.



StrangeWorld

The view through cultural glasses

#InterculturalCompetence
#Tolerance
#Breakthrough
#Integration
#ChangeProcesses



Trainer skill level



Group challenge level

👤 (min/opt/max) 6/16/20
🕒 45–75 minutes
📍 2 rooms with a minimum of 40 m² each—the groups must not be able to see or hear each other, and both rooms should be located close to one another.

StrangeWorld

100 symbol plates, detailed instructions. Package dimensions: 23 x 14 x 11 cm. Weight: 1kg including fabric bag.

Order no. 1519 € 150.00 excl. VAT

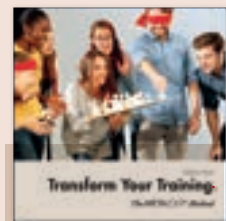
reveals how stereotypes and preconceived notions have emerged and evolved.

As the StrangeWorld develops, two distinct mini-cultures emerge, each viewed through its own cultural lens.

In two separate rooms, each half of the group is tasked with developing its own cultural identity based on a set of guidelines. Each of these cultural microcosms creates its own rituals and behavioral norms. Once both mini-cultures are established, observers from one group visit the other to explore and learn about their way of life. Following this exchange, the participants are asked to sketch a “travel guide” about the other culture. The highlight of this learning experience is the presentation of these “travel guides,” during which a wave of “aahs” and “oohs” often

28 KICKOFF QUESTIONS!

Every meaningful reflection starts with a powerful **QUESTION!** That’s why we’ve packed **28 inspiring QUESTIONS** into the heart of this magazine—just waiting to be printed out double-sided on A4 and explored. So... when does your **REFLECTION JOURNEY** begin?



In *Transform Your Training*, author Tobias Voss explains how powerful questions can guide attention and transform group experiences.

These cards are especially suited for Phase 1: “COLLECT”—a phase focused

on unpacking experiences through a strengths-based lens before moving toward solutions. Want to learn more about debriefing and reflection? Flip to page 64 for insights into questions and the “Three-Phase Transition Model.”



Want a pocket version to work with? Just print the following pages double-sided on A4 format and make your own set!

How was it?

NO. 0001

How did you perceive yourselves as a team?

NO. 0008

What did you experience?
As a group and as individuals?

NO. 0002

What was helped you complete the task?

NO. 0009

How did you communicate?

NO. 0003

Which skills did you use during the activity?

NO. 0010

What surprised you?

NO. 0004

What other skills would you have needed?

NO. 0011

What challenges arose?

NO. 0005

What different phases were there?

NO. 0012

What stress factors did you experience?

NO. 0006

What motivated you?

NO. 0013

What was difficult for you?
What did you find easy?

NO. 0007

When did you experience a state of flow?

NO. 0014

Where were the turning points?	To what extent were all team members integrated?
NO. 0015	NO. 0022
How did you deal with setbacks?	How did you make decisions?
NO. 0016	NO. 0023
What was your role? What other roles were there?	How satisfied are you with the process?
NO. 0017	NO. 0024
What was crucial for success?	How did you feel as the activity progressed?
NO. 0018	NO. 0025
How well did you follow the rules (in % or on a scale from 1 to 5)?	How are you feeling now?
NO. 0019	NO. 0026
What would you have needed to be more effective?	If you were to do the task again, what would you do differently?
NO. 0020	NO. 0027
What would you have wished for?	What else was there?
NO. 0021	NO. 0028

Perspective (shift)



Shifting perspectives is often an important element in many of our tools. However, for the tools in this section, it's a core reason they exist. These learning projects are effective because they help you see things from another person's point of view. While this may require thoughtful analysis or attentive listening, it always demands empathy. And yes, sometimes, it even involves a blindfold.

Communic8

More than just dialog

#Attention
#Listening
#SelfOrganization
#Perspectives
#PreciseLanguage



Trainer skill level

Group challenge level

⏰ (min/opt/max) 8/16/16
(excl. debrief/reflection) 20–40 minutes
📏 Minimum 30 m² and 1 table of minimum 80 x 80 cm

Communic8
16 magnetized plastic shapes, 1 wooden box with magnetic plate, detailed instructions. Package dimensions: 51 x 47 x 5cm. Weight: 5 kg
Order no. 1813 € 699.00 excl. VAT

Magnetic cover for easy-flip reveal!



“How do I describe the mysterious shapes on my puzzle piece without revealing it? And how do we bring all the parts together into something that makes sense?” Such questions set the stage for deep conversations and energizing team processes. The magnetic box keeps the solution hidden until all pieces are in place. Communic8 is one of our favorite communication tools and a real hidden gem.



FutureCity

Constructive perspectives



Teamwork would be so much easier if only everyone didn't see things so differently. FutureCity brings varying perspectives to light and creates space for real conversation.



Trainer skill level

Group challenge level

(min/opt/max) 4/12/24
15–45 minutes
Table with minimum area of 80 x 80 cm

FutureCity
36 multi-dimensional building blocks, photo cards, detailed instructions. Package dimensions: 46 x 36.5 x 7 cm. Weight: 5.2 kg including wooden case
Order no. 1565 € 505.00 excl. VAT

#DistributedTeams
#Listening
#Perspectives
#RoleConflicts
#InformationManagement

Just like in the real world, building FutureCity requires “Visionaries” and “Doers” to work together effectively. Each Visionary holds a picture card with essential information about their part of the construction project—but they’re not allowed to show their cards to anyone else. Instead, they must rely solely on clear, strategic communication to coordinate

with one another and with the Doers, who are the only ones permitted to handle the building blocks. The project can only come together step by step if all team members align and collaborate closely. But watch out: the building blocks may look different depending on your perspective.



CommuniCards

The art of communicating



An intriguing challenge that demands the very best of group communication.

#Logic
#SelfOrganization
#Attentiveness
#Listening
#PreciseLanguage

The participants sit close together in a circle, blindfolded. The trainer picks 2 cards from the 30-card set and hands out the rest to the players. The group’s mission: figure out the color and shape of the missing two cards—only by talking to each other. The trainer provides information solely about color: if

someone holds up a card, the trainer tells them what color the card is. By playing with fewer colors or shapes, you can customize CommuniCards according to group size or desired difficulty level.



Trainer skill level

Group challenge level

(min/opt/max) 6/14/28
(excl. debrief/reflection) 20–45 minutes
Sufficient space to form a circle with all participants

CommuniCards
30 robust plastic cards, 16 blindfolds, detailed instructions. Package dimensions (with blindfolds): 33 x 15 x 25cm. Weight: 1.5 kg including transport box. Supplied in a fabric bag.

Order no. 1505 € 345.00 excl. VAT



RealityCheck

Zoom between worlds



Trainer skill level

Group challenge level

(min/opt/max) 5/16/16;
maximum 32 for RealityCheck 1 + 2
10–15 minutes
Dependent on group size, but minimum 40 m²

RealityCheck 1
16 large-format picture cards, detailed instructions.
Package dimensions: 31 x 35.5 x 3 cm. Weight includ-
ing box: 1 kg; Double Pack: 2 kg.

Order no. 1508 € 139.50 excl. VAT

RealityCheck 2
Order no. 1529 € 139.50 excl. VAT

RealityCheck Double Pack 1 + 2
Order no. 1542 € 267.00 excl. VAT



A smart learning project—perfect for kicking things off or for re-energizing the group.

#Perspectives
#(Meta-)Communication
#Language
#(Re-)Energizing

Each participant receives one of the large, round picture cards that together create a continuous story. They are not allowed to show their card to anyone else. Through describing their individual scenes, the group work together to figure out the correct sequence of the story. At the end, all the cards are placed on the floor at the same time, allowing the group to enjoy the visual “wow” moment.

By combining RealityCheck 1 and 2, you can now include up to 32 participants. Reality-Check 2 provides an exciting extension to RealityCheck 1. If your group has already worked with RealityCheck 1, RealityCheck 2 offers a fresh challenge with a slightly higher level of difficulty.



Solving problems requires precise information sharing and a coordinated strategy.

CollaborationPuzzle

Reach the same heights!

#ProcessOptimization
#InformationFlow
#Precision
#AgileWorking
#HandlingMistakes

At the core of this learning activity lies a surprisingly tricky question: What is the correct height for each of eight rods in a wooden block? At first, it sounds simple, but it quickly becomes a real challenge. The rods are all different lengths, and the holes in the block are drilled to varying depths. Here’s the puzzle: six of the rods are outside the block, while two are already inserted, though they stick out at different heights. The team has only a limited number of steps to figure out the solution. And there are strict rules: only one person can enter the work area at a time, and they’re only allowed to take two actions. Afterward, they must report back to the group and share exactly what they observed or did. So, how can the team solve the puzzle in the fewest steps possible?



Trainer skill level

Group challenge level

(min/opt/max) 3/6/10
excl. debrief/reflection 15–50 minutes
Sufficient space for a team area and a work area. The distance between the areas should be large enough to prevent visual and oral contact; Team area: approximately 3 x 3 m; Work area: with a table for the wooden pedestal, minimum 1.20 x 1 m

CollaborationPuzzle
1 CollaborationPuzzle made of wood, consisting of 1 wooden pedestal and 8 wooden rods, detailed instructions. Package dimensions: 42 x 58 x 5 cm. Weight: approximately 2.9 kg. Supplied in a fabric bag.

Order no. 1860 € 265.00 excl. VAT

SysTeam

A question of balance



The unfixed, swaying platform serves as a powerful metaphor for a wide range of context.

#ChangeOfPerspective
#TakingResponsibility
#TrustInTheTeam
#Leadership
#ActiveListening
#ManagingRisk



Trainer skill level

Group challenge level

(min/opt/max) 4/9/12
(excl. debrief/reflection) 20–45 minutes
3 x 3 m

SysTeam
1 movable board (birch with cork base), 1 pedestal (stainless steel/beechn), 16 figurines (beech), 3 blindfolds (washable), detailed instructions. Package dimensions: 72 x 9 x 73 cm. Weight: 9 kg including bag. Supplied in a special handmade bag.

Order no. 1501 € 699,00 excl. VAT

At each table, 2–4 teams work together, each consisting of one blindfolded person (the “grabber”) and one or two sighted team members (the “speaker(s)”). The speakers verbally guide the grabber on how to move the figurines on the board. Proven variations of the activity include:

Clearing: The figurines are randomly distributed around the board. The task is to completely clear the board.

Moving: A strip of tape divides the board into two sections. Half of the figurines are placed on each side. The goal is to move all figurines to the respective opposite field using as few moves as possible.

Placing: Tape is used to create a 20 x 20 cm square in the center of the empty board. All of the figurines must be placed on the board, one at a time, but not within the taped center. In the end, the board should rest evenly on the stand.

PerspActive

Seeing from all sides



Who truly sees the big picture? Caught up in the hustle and bustle of everyday life, it's easy to lose sight of the goal... How can we regain our focus?



Trainer skill level

Group challenge level

(min/opt/max) 5/12/12
(excl. debrief/reflection) 10–25 minutes
Area of approximately 30 m²

PerspActive
1 PerspActive made of wood with integrated ball transport tube, 12 braided strings, 3 balls, detailed instructions. Package dimensions: 39 x 30 x 37 cm. Weight: 2.5 kg. Supplied in a fabric bag.

Order no. 1570 € 339.00 excl. VAT

Each of the participants holds one or two strings. The ball is placed in the opening of the transport tube. The group's task is now to use their skill to move the ball in three dimensions through the twists and turns of the tube so that the ball exits the other end and lands in the target basket. The specific challenge they face is to literally keep their eye on the ball, tracking where it is at all times and whether it is going in the right direction. This involves actively involving all of the different perspectives of the team members.



#GoalOrientation
#ChangingLeadership
#Communication
#Perspectives
#ProcessOptimization

Blindfolds

Who turned off the lights?



Our blindfolds are not only fully opaque but also soft and comfortable against the skin. The stretchy fabric ensures a snug fit, and a simple knot keeps the blindfold in place without slipping. Crafted from washable fleece, these blindfolds are perfect for activities like StringBall, CommuniCards, TeamNavigator, SysTeam, Tower of Power, and much more.

Blindfolds
Dimensions: 80 x 15 cm. Color: red. Weight (5 units): 125 g. Washable at 30 °C.

Order no. 1518 € 6.00/unit excl. VAT
min. 5+ units



Coaching & Puzzles



We don’t want to limit these tools to coaching. On the contrary, they’re perfect for any situation where thought processes get stuck in a loop or progress slows. Why not interrupt the cycle with a quick intervention and return to your work feeling refreshed? Ropes and MeBoard are basic tools that should be an integral part of every coaching kit.

MeBoard

Coaching through imagery



Trainer skill level



Group challenge level



MeBoard

Foldable visualization board with collapsible stand, 70 magnetic images, 16 writable magnetic tiles, 2 wall hooks, detailed instructions. Package dimensions: 55 x 28 x 9 cm. Weight: 3.5 kg including carrying case. Supplied in a carry bag.

Order no. 1815 € 507.00 excl. VAT



#Coaching
#Consulting

Coaching tool

MeBoard was developed by an international team of coaching experts from the UK, Italy, Germany, and Turkey. It is a highly flexible tool for coaches, counsellors, and consultants, and is also ideal for trainers and learning process advisers working in the field of personal development.

LoonyLoop

Very clingy!



Trainer skill level



Group challenge level

LoonyLoop

1 LoonyLoop (stainless steel, 8.5 cm), Detailed instructions. Weight: 20 g.

Order no. 1513 € 4.50 excl. VAT
10 units+ € 4.50*/unit



Available
in custom
print

LoonyLoop with custom print

Leave a lasting impression! Upon request, we can personalize the LoonyLoop with your own text—the perfect promotional gift!

Order no. 1521 € 5.20 excl. VAT
15 units+ € 5.20*/unit

MeBoard

- offers a low-threshold entry to “heavy-weight” topics in coaching,
- helps with visualizing and supports the development of goals and visions,
- helps to “translate” internal issues into visible and actionable steps,
- provides access to emotions,
- creates clarity and supports the activation of personal resources,
- supports dissociation processes,
- creates “wow” effects,
- enables a deeper exploration of working with roles, values, etc.

#Creativity
#Coaching
#(Re-)Energizing

Sometimes, all that stands in the way of solving a problem is perspective. So, give your team the LoonyLoop for a bit of mental and creative stretching to puzzle through and uncover new solutions.

The LoonyLoop is threaded through a participant’s buttonhole. The challenge is to figure out how to remove it.

The Philosopher’s Stone

Stretching for the brain



#Creativity
#Coaching
#(Re-)Energizing

This small, inventive learning project helps participants get into a creative flow—with the added bonus of a tactile experience!

1–5 participants are given one shape plate with three different holes: a circle, a square, and a triangle. The key question is: “What exactly would a shape that fits precisely through all three holes look like?” This requires creative thinking and the ability to think outside entrenched boxes! At the end, the mystery is revealed with the aid of the actual Philosopher’s Stone (a wooden shape).



Trainer skill level



Group challenge level

- 👤 1–5 per shape plate
- ⌚ (excl. debrief/reflection) 10–20 minutes
- 🔄 1 table for the participants to sit/stand around

The Philosopher’s Stone

Acrylic shape plate, wooden “Philosopher’s Stone”, detailed instructions. Supplied in fabric bag. Package dimensions: 26 x 15 x 11 cm. Weight: 200g

Order no. 1531 € 45.00 excl. VAT

Gordian Poles

Untangling creativity

#Creativity
#(Re-)Energizing

Get your group pondering: how can these two seemingly inseparable poles be detached from each other? The eureka effect is baked in...

The participants’ task is to separate the two poles from each other without using any further aids. In groups, you may also want to assign different roles such as player and observer or strategist and executor.



Trainer skill level

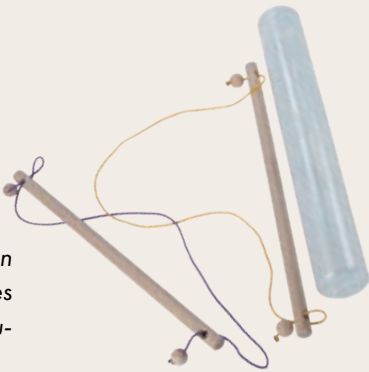


Group challenge level

Gordian Poles

1 pair of GordianPoles (beech, braided cords), 1 solution. Package dimensions: : 45 x 6 x 6 cm). Weight: 0.5 kg including container. Supplied in a plastic transport tube

Order no. 1510 € 45.00 excl. VAT



Rope

#Allrounder

With easy handling for various outdoor activities and scaling work.

15 m: Order no. 1514	€ 53.00	excl. VAT
25 m: Order no. 1515	€ 84.00	excl. VAT
50 m: Order no. 1516	€ 167.00	excl. VAT



MagicNails

Impossible? Think again!



Trainer skill level



Group challenge level

#Creativity
#ProjectManagement
#(Re-)Energizing

“There’s no way you can solve this!” is probably what your participants will say when they are confronted with MagicNails. No wonder: The task is to balance 17 of 18 nails on the one remaining nail. The 17 nails are not allowed to come into contact with the base or the table. A perfect metaphor for working with teams confronted with seemingly hopeless situations in their working lives.

- 👤 1 to approximately 10 participants
- ⌚ (excl. debrief/reflection) 5–20 minutes
- 🔄 Approximately 1 x 1 m

MagicNails

18 nails (180 mm, nickel-plated, heavy finish), 1 jewelry case (wooden), detailed instructions and solutions. Package dimensions: 23 x 15 x 11 cm. Weight: 1.5 kg including box. Supplied in a wooden case, which doubles up as the base for the activity.

Order no. 1512 € 120.00 excl. VAT

Reviewing with Ropes

by Roger Greenaway
edited for the magazine by Tobias Voss

Roger Greenaway, a veteran of the international coaching scene, has specialised in methods of reflection. Many of his ideas can be found on his website www.reviewing.co.uk, which he himself describes as a 'wildly grown farmer's garden'. Roger lives in Stirling, Scotland.

Using ropes for debriefing? Are you serious?
Yes! Ropes are a versatile reviewing/debriefing aid. Most methods described in this article can really help to engage people more deeply and productively in the reviewing process. No gimmickry or frivolity or Indian rope tricks! Naturally there will be some surprise and intrigue at first (surely a plus for learning!). And people soon appreciate the practical utility of these methods. Seriously.

Why use ropes?

In many methods a rope is simply a way of creating diagrams and graphs that a facilitator or participant might otherwise sketch on paper. For example, Storyline (more details below) is an aid for an individual to reflect on the ups and downs of their experience and share it with others. The flexibility of the rope helps the storyteller make adjustments (no messy crossings out). And the storyteller can walk along the rope (showing their ups and downs) as they tell their story—thus bringing the story more to life both for speakers and audience.

In other methods a rope can be used to help people reflect on their opinions about a recent shared experience. Instead of simply asking people where they stand on an issue, or what is their position, or their point-of-view, you first lay out the rope as a spectrum or as some other simple diagram and people physically stand in their chosen position at the start of the process. Instant involvement from everyone! For

example, see Horseshoe (below).

A rope has a beginning and end. It can be used to help trace a journey towards a significant future goal (at the far end). In real life, people rarely (if ever) begin at the very beginning, so it is possible to use the rope as a reflective tool to help people reflect on what they already have (or have done) that will help them on their journey. Back to the Future (below) describes one way of doing this.

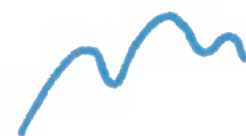
Ropes have many other uses and benefits (as you will discover below), but the primary one is that they can readily enlarge the space in which reflection and sharing takes place. Instead of pointing at drawings on paper, rope drawings create a stage on which people can move, think, talk and explore. So next time you find yourself drawing diagrams or models during a debrief, perhaps you will choose to 'GO LARGE' and give out some ropes!

What kind of rope?

Old climbing ropes, washing lines or brightly coloured nylon line make excellent reviewing aids. For some of the methods described in this article you can draw lines with pen and paper. METALOG also offers ropes in various lengths (see webshop). In most situations where you have enough space indoors or outdoors, you and your learners will soon discover that ropes are perfect for reflection!

How to review with ropes: 4 methods

1. Storyline: for enabling the sharing of experience-rich stories
2. Horseshoe: for comparing and discussing different views, values or assessments
3. Octopus Pie: for considering how time was spent or how priorities were balanced
4. Back to the Future: for reflecting on strengths and resources (before planning and doing)



1. Storyline

Storyline is a chart made by participants showing their 'ups and downs' (or 'highs and lows') over any period of time.

The chart can represent a 'journey' through a course of study, a work project or while learning a skill.

Storyline can chart anything that fluctuates, such as emotion, involvement, motivation, effort, difficulty, understanding, relevance, confidence.

A chart makes it easier for speakers to communicate. It also makes it easier for others to see the big picture, follow the story and ask good questions.

Why would I use Storyline?

- To provide thinking and preparation time before people tell their 'story'.
- To help people focus on a particular theme while telling of their story (e.g. involvement, motivation, effort, difficulty, understanding, relevance, confidence, performance, and so on.)
- To help participants notice similarities and differences in each other's stories, and to stimulate interest, empathy and support between participants.
- To provide insights into what motivates or demotivates each participant.
- To bring out stories of resilience – if asked "What helped you recover from the dips?"

What do I need for setting up Storyline?

- Provide participants with 5 metre ropes for charting their story on the floor or ground.
- For paired work (with ropes) you need one rope between two and plenty of space. If ropes or space are limited, participants can tell their stories one at a time to the whole group.
- You will need a good supply of suitable questions if you want to go beyond storytelling and encourage the analysis and discussion of the stories.

Exploring a Storyline

Questions for stimulating further reflection:

1. Can you name five emotions that you were feeling at different points in your story?
2. What caused your high points? How did you (or others) contribute to these high points?
3. What did you or others do to help you bounce back from your low points?
4. How did your feelings influence what you said or did?
5. How do you think your feelings influenced what others said or did?
6. How did the feelings of others influence what you said or did?
7. In a similar situation in future, how would you like your Storyline to be different?

More about Storyline

- Storyline provides the big picture and a balanced overview before going into the detail.
- When walking the line, body language tends to (naturally) enhance communication
- Participants can add objects, words or pictures to their Storyline to help them tell the story.

Storylines are useful for bringing out individual differences during a group activity as well as for helping individuals talk about an experience outside the group (e.g. an incident at school or at work)



2. Horseshoe

Horseshoe is a scaling exercise. Participants show their position on an issue by where they place themselves on a curved spectrum. Horseshoe helps people to clarify their views when talking with someone close to their own position (a 'friendly neighbour'). Horseshoe accelerates the start of a discussion by making everyone's point of view visible.

Why would I use Horseshoe?

- For everyone to quickly discover the range and shades of opinion on an issue.
- To encourage everyone to clarify their thoughts before they speak to the group.
- To improve the range and quality of contributions in group discussion.
- To create a platform for group discussion in which participants naturally show an interest in each other's chosen positions.
- To bring rarely heard voices into group discussion. These voices are often the more reflective ones, producing greater learning for all.

What do I need for setting up Horseshoe?

A rope is useful for marking out the horseshoe shape. Make the rope about 25% longer than would be needed for the group to stand side by side on it.

Alternatively use well-spaced chairs to mark out the horseshoe shape. The space behind a circle or horseshoe of chairs can work well if there is room enough for people to move freely.

How to facilitate Horseshoe

1. Ask a question that can be answered on a scale: "On a scale of 0 to 10, how much can you influence climate change? 0

= nothing I do will make a difference. 10 = I can make a difference.”

- Everyone stands in position on a curved spectrum. To prevent people following each other rather than thinking for themselves, you can first ask everyone to write down a number and the reason for choosing it.
- Ask neighbours to discuss (in 2s or 3s) why they have chosen their position.
- Ask if anyone wants to move in either direction as a result of their discussion and let them do so.
- Bring attention to the overall pattern of distribution and invite comments.
- Ask everyone to notice where individuals are standing and ask, “Any surprises? Any comments? Any questions?”
- Encourage participants to move as and when their views change and invite them to explain why they are moving. Also ask stationary participants why they are not moving.
- Facilitate discussion for as long as it is productive.

If discussion pays too much attention to the people at each end Ensure that attention is also paid to other views such as by asking for a view from the middle. Emphasise that the main purpose is to try to understand the views of others and to see and hear what others have to say—perhaps especially listening to those who have a balanced view?

If people are getting tired or restless while standing

A ‘dynamic’ beginning can become static and tiring if conversation is sustained in one position, so try asking a series of related questions that can be answered on a new spectrum. Be prepared: have a list of questions from which to choose. Also be ready to improvise new questions as related issues emerge.



3. Octopus Pie

Octopus Pie is useful for considering how time was spent or how priorities were balanced

What do I need for setting up Octopus Pie?

To create an adjustable pie chart with four ‘slices’, tie four short ropes together at one end to make a four-legged ‘octopus’. Spread out the ropes in the form of a cross with the knot in the middle. You now have a pie chart with four pieces of pie (each separated by a rope). Place a label (or symbol) in each sector/slice. The group task is to adjust the ropes (like the hands of a clock) until they are satisfied that the relative sizes of each sector represents how time was spent.

How to apply this method to Action Centred Leadership (ACL)

Octopus Pie can be applied any models in which it is important for participants to increase their awareness of the balance between the different elements of the model. For example, Jon Adair’s Action Centred Leadership model is about the balance that leaders pay to three elements: the task, the team and the individual. In this case, you need just three ropes tied together. The group can give feedback to their leader by arranging the ropes to represent the balance of attention they saw the leader giving to each of these three elements. The leader draws a pie chart before this process begins. This is later compared to the group version—for further review.

How to apply this method without a model: Determine It Yourself (DIY)

This can be the most powerful use of Octopus Pie. You set this up in advance, either at the end of an earlier team review, or just before briefing the next training exercise. Ask, “Thinking back over your recent learning, what do you think should be your 3 to 5 priorities for this next exercise?” So instead of using an off-the-shelf model for Octopus Pie, you can feed in the priorities that the group have created for themselves.

Octopus Pie: some practical tips

- For a more thorough version that encourages inclusion (and thinking for oneself), ask everyone to sketch their own pie chart first.
- To make it easy to adjust the ropes hold the knot in place by driving a peg through it (if outdoors on soft ground) or by tying it to a chair or heavy weight.
- Make a sketch (or photo) of the final chart, so that you can compare results if repeating this method following a later activity.
- Consider adding an extra rope if it turns out that there were other significant ways in which time was spent.
- This method is best used early in a review because a greater awareness of how time was spent often triggers issues worth further exploration. But it may be useful wherever there is a juggling/balancing act between three or more priorities.
- Challenge any assumption that each “piece of pie” deserves equal time and attention. The optimal balance between elements can vary from one situation to another and this itself can be a productive issue to explore.



4. Back to the Future...

- ...is a short journey in which the ‘coach’ asks the ‘traveller’ to reflect on assets that will help them achieve their goal
- ...has the traveller turn their back to the future in order to focus on helpful factors in the past and present.
- ...is a ‘just-in-time’ review process that precedes planning
- ...uses the question format: “What ... do you already have that will help you on this journey?”

What do I need for setting up Back to the Future?

You need space, one rope (of about 5 meters) per pair, and you need to demonstrate this:

Realisation

- The ‘traveller’ writes or finds a word, symbol or picture that represents their goal and explains it to their ‘coach’. The traveller lays this item at the far end of their rope.
- The journey now begins at the near end of the rope.
- The ‘traveller’ faces away from their goal and towards their ‘coach’.
- The ‘coach’ asks the ‘traveller’ what they already have that will help them on their journey. See below for sample questions.
- Whenever the ‘traveller’ states a helpful factor they take a step (backwards) towards their goal. Large steps indicate very helpful factors; small steps indicate slightly helpful factors. Let the traveller decide the size of each step.

Useful questions to ask the traveller

- “What knowledge and experience do you have that will help you on this journey?”
- “What skills and strengths do you have that will help you on this journey?”
- “What values and motivations do you have that will help you on this journey?”
- “What do you know about your strengths as a goal achiever that are going to help you achieve this particular goal?”
- “What resources and support do you have that will help you on this journey?”
- “What existing contacts, networks or relationships do you have that will help you on this journey?”
- “What have you (or others) already done to help you achieve this goal?”
- “Has this conversation helped you to think through what strengths and resources you need to include in your plan?”

Problems? The ‘coach’ can apply the same questioning process to any problem that the ‘traveller’ happens to mention: “What ... do you already have that will help you overcome this obstacle?” The traveller can temporarily replace the original goal with a word or symbol representing the challenge (of overcoming the obstacle/problem)

Why Back to the Future works

Asking people about assets they already have helps them find short-cuts, time-savers and forgotten resources.

The exercise involves recalling relevant experiences and drawing confidence, energy and learning from them.

Back to the Future helps people approach their goal more wisely and confidently, and with a greater chance of success.

The use of space and movement makes the conversation more focused and builds automatic achievement and feedback into the process.



How our products come to life

Our tools aren't just amazing (and loved by our wonderful customers) — they're also made by some truly special people. But don't just take our word for it. See for yourself!

Most METALOG® training tools are made of wood—and that's no coincidence. We partner with sheltered workshops that specialize in woodworking to create our tools. Each one is produced through a series of intricate, small-scale, and precisely coordinated steps. Every employee in the workshop is trained in the exact steps required to make a tool, and they carry them out with care and professionalism—all under the expert and supportive guidance of master carpenters and workshop leaders.

When our managing director and tool designer Tobias Voss visits the workshops, there's always a sense of shared excitement. During his last visit, the team walked him through the production process for the METALOG® training tools *CollaborationPuzzle* and *PerspActive*. In addition to the

craftsmanship of sanding and gluing by hand, modern, computer-aided machines and precision milling tools play a big role in bringing the tool to life.

It takes countless careful steps to bring a tool to life, each one finished with a branded mark of quality. The workshop team watches with well-earned pride as the pallets, packed high with their creations, await pickup by METALOG®. These tools make their way from our warehouse in Olching, just outside Munich, to customers across the globe.



The CollaborationPuzzle is made through many detailed steps. For example, several wooden panels, pre-cut by a CNC milling machine, are carefully glued together, so the rods will later fit with perfect precision.



"Collaboration" isn't just the name of the tool—it's how it's made. The colleagues work closely together on each piece, ensuring every detail fits perfectly. The final step? Burning the METALOG® logo into the wood, before the next CollaborationPuzzle begins its journey.



The wood router that cuts the circular parts of the PerspActive is expertly calibrated and closely monitored. One of the team proudly explains each step to Tobias Voss. Now it's time to attach the strings and adjust the tube. Several team members collaborate to complete this tool with precision and care.



PerspActive is a source of special pride for our production team, as it requires a high level of skilled craftsmanship. Tobias Voss also personally takes the time to put each tool through a hands-on test. As intense and time-consuming as the journey from development to series production may be, the emotional impact and meaningful learning experience it delivers make it all worthwhile for those who use it.

Build & Create



The following tools focus on constructing or assembling an object or thing. Sometimes they follow a specific blueprint (such as StackMan or Catapults), and other times they are driven by creativity. They occasionally entail small-group work, but always with an overarching goal for the entire group. The tasks are designed to challenge participants from diverse backgrounds. If you don't think you're the builder type, you will be afterward.



Trainer skill level



Group challenge level

⬆ (min/opt/max) 6/14/20
⌚ (excl. debrief/reflection) 60–90 minutes
↺ 2 visually separated areas of 6 x 6 m

SmartMarble
2 SmartMarble construction sets, detailed instructions.
Package dimensions: 51 x 67 x 15 cm. Weight: 15 kg.
Supplied in a special hand-made bag.

Order no. 1571 € 699,00 excl. VAT

SmartMarble

Get communication rolling!

- #Creativity
- #SolutionFocus
- #QualityManagement
- #LeadershipTraining
- #InterfaceCommunication

The participants are challenged to work in two separate teams—without seeing each other—to build identical SmartMarble tracks. In the end, both tracks should look the same and have identical run times. Communication between the teams is managed through designated ambassadors, who are only allowed to share information verbally.

If you have a large group of about 30 people, work with 2 SmartMarble sets (= 4 kits) to ensure a smooth experience.

Fully prepared and ready for action: two premium construction sets offer endless possibilities for creative SmartMarble designs.





An “out-of-the-box” creative project for high-performing groups seeking fast-paced challenges.



SoapBox

One product—many steps

#ProjectManagement
#EventCharacter
#Cooperation
#Creativity
#QualityManagement

Each of the three teams is tasked with designing and building a vehicle that can carry one person, and is equipped with both brakes and steering. Powered by up to 2 BHP (brake humanpower), the vehicles must also feature a logo and slogan designed by the team. The special challenge: while the vehicles should share the same basic construction, each one must have its own unique character. The project concludes with an exciting “vehicle safety inspection” and a celebratory Soapbox parade.



Trainer skill level

Group challenge level

(min/opt/max) Basic Set: 6/15/30;
With extensions maximum 60
60–120 minutes
1 large room with minimum space of 80 m² divided into several work areas, or a number of small rooms

SoapBox, BasicSet

3 construction sets for 1 vehicle each for work with 3 teams, detailed instructions. Package dimensions: 59 x 28 x 40 cm. Weight: approximately 35.5 kg. Supplied in fabric bags.

Order no. 1536 € 2,772.00 excl. VAT

SoapBox, ExtensionSet

1 construction set for 1 additional vehicle. Package dimensions: 63 x 11 x 45 cm. Weight: approximately 12 kg. Supplied in a fabric bag.

Order no. 1537 € 952.00 excl. VAT

DominoEffect

The domino event



#Creativity
#InterfaceCommunication
#CIP
#Projectwork



Trainer skill level

Group challenge level

(min/opt/max) 5/15/35 bei einem Set
(excl. debrief/reflection) 45–60 minutes
Seminar room or outdoor setting with space of at least 25 m²; optimum is 50–100 m²

DominoEffect

750 dominos in 5 colors (white, black, blue, green, red) and in 5 separate soft bags, detailed instructions. Package dimensions: 55 x 28.5 x 32 cm. Weight: 10 kg including bag. Supplied in a fabric bag.

Order no. 1810 € 359,00 excl. VAT

CataPults

Training that hits the target

Trainer skill level

Group challenge level

(min/opt/max) 6/12/18; maximum of 24 with ExtensionSet
(excl. debrief/reflection) 20–60 minutes
1 large room with minimum space of 80 m²

CataPults, BasicSet

3 construction sets for a total of 3 CataPults for working with 3 teams, detailed instructions. Package dimensions: 70 x 36 x 18 cm. Weight: approximately 16 kg. Supplied in 3 fabric bags.

Order no. 1554 € 1,390.00 excl. VAT

CataPults, ExtensionSet

1 construction set for 1 additional CataPult. Package dimensions: 70 x 34 x 6 cm. Weight: approximately 5.5 kg. Supplied in a fabric bag.

Order no. 1555 € 483.00 excl. VAT



#CIP
#IterativeWork
#InteractiveWork

What does it take to optimize processes? Achieving top performance, whether through CIP, Lean, or Six Sigma, demands outstanding team collaboration. Building and operating the CataPults lets teams experience this critical success factor in a lively and engaging way.



Tower of Power

For teams who set their sights higher



👑👑👑

Trainer skill level

●○○

Group challenge level

- 👤

(min/opt/max) 6/12/24;
XXL: up to 34; Mini: 3/6/8
- 🕒

(excl. debrief/reflection) 10–45 minutes
- 📏

8 x 8 m; Mini: 4 x 4 m

Tower of Power (Standard: up to 24 participants)
1 crane (beech/stainless steel) with 24 robust braided cords (2m x 3 mm, 8 x braided), 8 blocks cut from solid beech wood, detailed instructions. Package dimensions: 39 x 37 x 14 cm. Weight: 7.5 kg including case. Supplied in wooden case.

Order no. 1534

390.00

excl. VAT

Tower of Power XXL (up to 34 participants)
1 crane (beech/stainless steel) with 34 robust braided cords (2m x 3 mm, 8 x braided), 8 blocks cut from solid beech wood, detailed instructions. Package dimensions: 39 x 37 x 14 cm. Weight: 7.5 kg including case. Supplied in wooden case.

Order no. 1551

€ 409.00

excl. VAT

Tower of Power Special Edition (Standard: up to 24 participants)
See Tower of Power. 9 blocks cut from solid beech wood with inlaid walnut.

Order no. 1561

€ 564.00

excl. VAT

Tower of Power Special Edition XXL (up to 34 participants)
See Tower of Power XXL. 9 blocks cut from solid beech wood with inlaid walnut.

Order no. 1562

€ 590.00

excl. VAT

Tower of Power Mini (up to 8 participants)
1 crane (plastic and stainless steel) with 8 robust braided cords (1.30 m x 3 mm, 8 x braided), 6 blocks cut from solid beech wood, detailed instructions. Package dimensions: 15 x 23 x 11 cm. Weight: 1.5 kg. Supplied in fabric bag.

Order no. 1535

€ 210.00

excl. VAT

#Classic
#CommunicativeBehavior
#IntegratingEveryone
#SelfOrganization

Eight building blocks are placed upright on the ground within a designated area. Each participant holds one or two rope ends (if necessary, ropes can be removed to match participant numbers). Working together, the group must steer the crane attached to the ropes to stack the blocks into a tower—whilst avoiding any physical contact with the blocks. The special design of the blocks means success can only come through clear communication and well-coordinated, measured and cool-headed teamwork.

House Building: Instead of just a tower, get your team to build a stable three-story “house”—a variation that welcomes small errors and makes the experience more forgiving and fun.

The **Tower of Power Special Edition** raises the bar even higher: after a fall, blocks can be re-positioned or rotated using the crane, turning the building process into an even richer and more dynamic challenge.

Available in **Standard** (up to 24 participants) and **XXL** (up to 34 participants).



Even simply stacking the Tower of Power blocks demands the full commitment of the group.



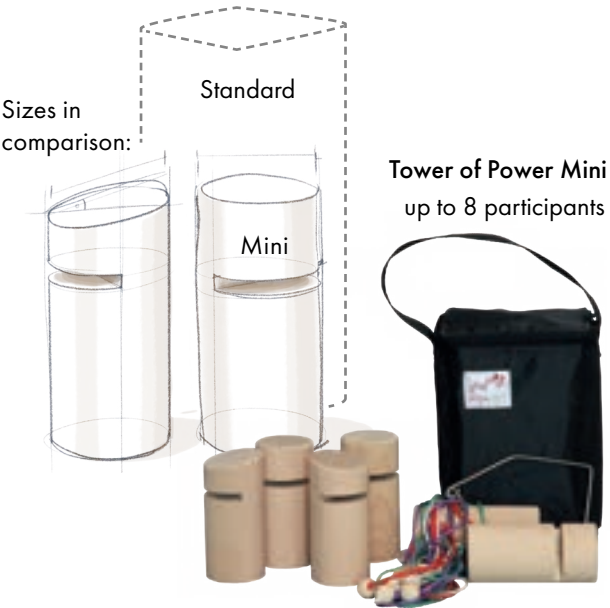
The different Tower versions are differentiated by the **number of ropes** they have:

- Standard versions come with 12 double ropes—perfect for up to 24 hands.
- XXL versions include 17 double ropes—ideal for up to 34 hands.
- Each participant can hold a double rope in each hand if needed.
- When working with smaller groups, ropes can easily be detached from the crane.

Tower of Power
Standard: 24 participants
XXL: 34 participants



Tower of Power Special Edition
Standard: 24 participants
XXL: 34 participants





StackMan

Coordinating performance



Trainer skill level



Group challenge level

👤 (min/opt/max) 5/15/15
⌚ (excl. debrief/reflection) 30–45 minutes
📏 5 x 5 m

StackMan

15 wooden, variously notched elements, 1 construction plan, detailed instructions, 1 sticky note pad. Package dimensions: 118 x 16 x 17 cm. Weight: 6 kg including carry bag. Supplied in a transport bag.

Order no. 1504 € 349.00 excl. VAT

#ProcessOptimization
#ManagingChangeProcesses
#CooperationInTheTeam

The aim is to construct a StackMan from 15 elements in the shortest time possible. When the team first starts to put it together, they have a visual guide to help them. Once they have assembled it, however, the first version is taken apart and the team has to rebuild the construction as quickly as possible—but this time without the guide. With perfect coordination, the best teams manage to complete the task in under 20 seconds!



This fast-paced learning project focuses on coordinating workflows and transforming structures.

Leonardo's Bridge

Overcome any obstacle



Trainer skill level



Group challenge level

👤 (min/opt/max) 6/10/14
⌚ (excl. debrief/reflection) 45–60 minutes
📏 5 x 8 m

Leonardo's Bridge

28 rods (ash wood, sanded, coated red), 28 small sticks for planning, 4 x 3 m rope, detailed instructions. Package dimensions: 99 x 16 x 14 cm. Weight: 8 kg including bag. Supplied in a fabric bag.

Order no. 1526 € 419.00 excl. VAT

#Construction
#ProjectManagement
#StressTolerance
#TeamCultures

The participants' challenge is to build a self-supporting bridge spanning 4 meters using only 28 rods. After an initial brainstorming session in small groups, everyone plans the bridge construction on a model. Only through coordination, creativity, and knowledge sharing can the bridge be built.

Building Bridges: In this version, the bridge is built from both ends at the same time and then joined in the middle. This bridge-building process symbolically represents the merging of two teams, requiring coordination and adaptation of construction techniques.



Rooted in ancient times, this timeless construction principle continues to fascinate—and brings a sense of excitement to the whole group.



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20	StringBall	1511	180.00		
36	SysTeam	1501	699,00		
25	Team²	1520	324.00		
4	TeamNavigator	1539	720.00		
18	The Band Mini with carry bag	1563	231.00		
18	The Band Standard with carry bag	1540	336.00		
18	The Band XXL with carry bag	1541	377.00		
17	The Maze	1805	395.00		
39	The Philosopher's Stone	1531	45.00		
50	Tower of Power	1534	390.00		
50	Tower of Power XXL	1551	409.00		
50	Tower of Power Special Edition	1561	564.00		
50	Tower of Power Special Edition XXL	1562	590.00		
50	Tower of Power Mini	1535	210.00		

These are net prices and do not include shipping costs and possible import charges. Unless stated otherwise in your shipping method, orders are being shipped from Germany DDU (Delivery Duty Unpaid).



The team

So, who exactly are we? We're more than just a group of skilled professionals, warehouse specialists, and team leaders. Together with our partners in the sheltered workshops, we take pride in solving problems, learning from each other, and trying out new ideas. Whether it's by phone, email, or face-to-face in our tool workshops, we're here to support you every step of the way. We look forward to meeting you—or seeing you again soon!

The small print: our terms and conditions

Prices. All prices are net prices in euros and are subject to VAT. Prices apply to the items as described (product and packaging changes may occur).

Billing. Your order will typically be invoiced with pre-payment. You can choose between paying by credit card or PayPal.

14-day return policy. Should an item fail to meet your expectations, you can return it within 14 days. To qualify for a return, the item must be unused and in perfect condition. Custom-branded items are excluded from this policy.

Validity. We deliver as described. We are unable to accept any different terms from the buyer. This product magazine is valid until the release of the next one.

Design **changes** or technical upgrades to our products are possible.

Warranty. We offer a minimum 24-month warranty on our products, covering material and workmanship defects, which we will resolve by repair, credit, or replacement. The warranty does not cover damage or malfunctions caused by improper use, force, or normal wear and tear. Legal warranty rights are in addition to this.

Retention of title. All goods remain our property until full payment has been made.

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Quick and reliable delivery
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Just as in real life, we strive to ensure our texts are inclusive of all genders. If we inadvertently overlook this, we appreciate your understanding and welcome any feedback.

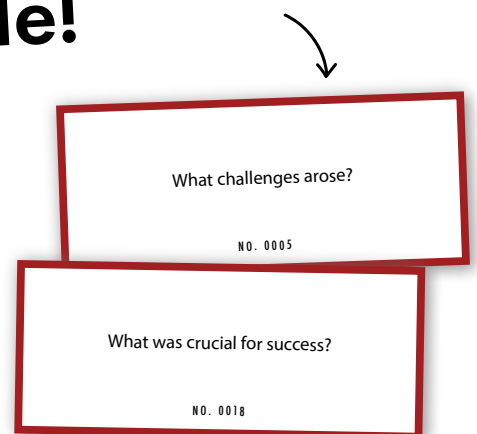


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Looking for questions that spark real reflection?

Sometimes, all it takes is one question to unlock new perspectives. A question that lingers and causes us to stop and think. One that pushes us to challenge our thought patterns. In the center of this magazine, you'll find 28 reflection questions—designed to inspire deeper thinking for you, your team, or your group.