

Deming's Red Bead Game

The Red Bead Game illustrates the fallacy of how arbitrary targets, rewarding 'perceived' meeting of goals & extrinsic *motivation fail to improve an underlying process* unless root causes of its capability are tackled first.

"...Most pernicious of all, targets are based on the illusion that the centre can drive change... The opposite is true. Improvements in...services will generally come from individuals and teams finding better ways to work" -The Economist (editorial) April 2001

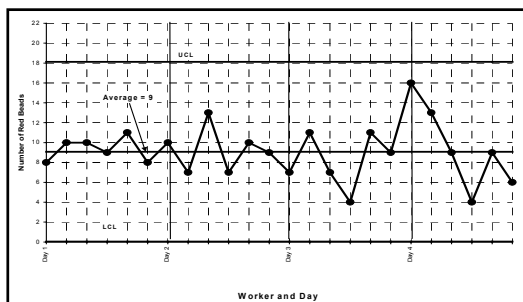
The red bead game shows clearly the *nature of variability*, illustration of *common causes and special causes*. It gives an example of how to measure a process using a *control chart* to assist with decision making.

The game creates a *spirit of fun and insightful learning*. It takes around 2 hours to play, with around 10 participants, and about an hour's worth of preparation.



Red Bead Kit

- Mahogany hand crafted 'Paddle' for scooping the beads.
- 8 page Instruction/Handouts for Running the Game.
- Lin-Bin for carrying the Beads
- 3200 Red Beads and 800 beads.



Willing Worker	DAY			
	1	2	3	First 3
<i>Curt</i>	8	10	7	25
<i>Marty</i>	10	7	11	28
<i>Ed</i>	10	13	7	30
<i>Tom Debbie</i>	9	7	4	20
<i>Ken</i>	11	10	11	32
<i>Sid</i>	8	9	9	26
Total	56	56	49	57
			Average	9

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