

Game Name: "Passing the Torch: A Journey of Roles"

This game is designed to help participants reflect on leadership transitions, explore their own journeys from novice to expert, and embrace the opportunity to step into a new role. It encourages letting go of past roles gracefully, recognizing the value of new approaches, and supporting others as they grow into their own leadership style.

Objective

To explore the process of transitioning from one role to another, allowing space for new leadership while embracing a fresh journey.

Setup

1. **Materials Needed:**

- Cards or slips of paper with leadership roles (e.g., Chairperson, Coordinator, Facilitator, Strategist, Visionary, etc.).
- A set of **Scenario Cards** (described below).
- A symbolic object (e.g., a baton, token, or small torch) to represent leadership being passed on.

2. **Players:**

6–12 participants.

How to Play

1. **Draw a Leadership Role:**

Each participant draws a card with a leadership role written on it. Examples of roles include:

- **Chairperson:** The traditional decision-maker.
- **Coordinator:** The one who keeps everything running smoothly.
- **Strategist:** The big-picture planner.
- **Facilitator:** The guide who brings people together.
- **Visionary:** The person who imagines the future.

(Optional: participants can also create their own leadership role on a blank card.)

2. **Read allowed to the group the article – Moving from Servant to Sage:**

3. **Introduce a Scenario from the options below:**

A facilitator reads a scenario aloud (examples below). Each scenario represents a moment of leadership transition or change.

4. **Step into Roles:**

- **Past Role:** Each participant begins by reflecting on how they might have handled this scenario in their previous leadership role (from the card they drew).
- **New Role:** They then reflect on how they would approach the same scenario in a *new* role they are stepping into.
- Discuss how their approach differs in the two roles and what they need to “let go of” from their previous role to succeed in their new one.

5. **Pass the Torch:**

After reflecting, each participant passes the symbolic object (e.g., baton, token) to

the person next to them, symbolizing the process of letting go and empowering others.

Sample Scenarios

- 1. The Group Has a New Vision:**
"The group you are part of has just adopted a bold, new plan to reach out and engage with the local community. It's very different from the direction you took when you were in charge. How do you respond? What advice or support might you offer the new leader?"
 - 2. The Novice Steps In:**
"Someone new has taken on a role you used to hold. They are inexperienced and make decisions differently from how you would. How do you support them while letting go of control?"
 - 3. The Unfinished Legacy:**
"You started a project during your tenure, but it is incomplete. The new leader wants to take it in a different direction. How do you reconcile your hopes for the project with their vision?"
 - 4. Navigating Change:**
"The team has faced a major change. When you were leading, you handled change by focusing on stability. The new leader is experimenting with a completely different approach. How do you respond and offer support?"
 - 5. A Time to Step Back:**
"You've taken on a new role and are struggling to adjust because you find yourself stepping back into old habits from your previous role. How do you let go and fully embrace the new?"
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Game Rounds

- 1. Reflection:**
For each scenario, participants discuss:
 - What skills or habits they need to let go of from their past role.
 - What new skills or mindset they need to adopt in their new role.
 - 2. Group Discussion:**
 - The group reflects on what it felt like to "pass the torch" and trust others to step into their own leadership style.
 - Participants share insights about how to grow into a new role with humility and grace.
 - 3. Affirmation:**
At the end of the game, each person speaks a word of encouragement or affirmation to someone else in the group, acknowledging their leadership journey.
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Key Themes

- **Letting Go:** Participants explore the emotional and practical process of releasing control and trusting new leaders.
- **Supporting Growth:** They reflect on how to offer guidance and encouragement without overstepping.
- **Adapting to Change:** The game helps participants embrace a fresh perspective and their own new role.