

Facilitation Guide

"Mission Possible" Role-Play Board Game
for Entrepreneurial Thinking & Impact

Instructions

1. Target Group



University-level students in entrepreneurship, innovation, or sustainability-related courses.

2. Duration



90–120 minutes, depending on the number of teams and depth of discussion.

3. Objectives



- Develop learners' entrepreneurial competences through experiential learning (EntreComp, DigiComp, GreenComp).
- Practice teamwork, strategic thinking, and value-based decision-making.
- Experience real-world dilemmas startups face in digital, green, and business domains.
- Reflect on ethical, social, and environmental impact in entrepreneurial choices.

Note!

While the participation of a teacher or facilitator is recommended to guide reflection, support team dynamics, and ensure alignment with learning outcomes, Mission Possible can also be played independently by student teams. In this case, a peer-based reflection and evaluation process is encouraged to foster self-awareness, collaboration, and critical thinking.

4. Materials Needed



- Printable Mission Map Board (or digital version in Miro/Canva)
- Mission Cards (startup challenges)
- Role Cards (team member identities)
- 3 Decks of Challenge Cards:
 - Digital Dilemmas
 - Green Impact
 - Business Strategy
- Dice (physical or digital)
- Timer (15–20 min rounds)
- Reflection sheets (one per team)
- Markers or Tokens

5. Team Setup



- Form teams of 3–5 students.
- Each team:
 - Draws 1 Mission Card
 - Receives 1 Role Card per member
 - Gets a marker or token to track progress on the Mission Map board



6. Game Flow

1. Mission Briefing (10 min)

- Facilitator introduces the game, competences involved, and how it links to their course.
- Each team reads and discusses their Mission Card and individual roles.

2. Challenge Rounds (3–4 rounds x 15–20 min)

Each round, teams:

- Roll the dice and move forward on the Mission Map board.
- Depending on the space they land on, draw a card from the matching deck:
 - Digital Dilemma
 - Green Impact
 - Business Strategy
- Read the challenge aloud.
- Discuss the 3 decision options (and invent a new one if you/they wish).
- Use role cards to prompt different viewpoints.

3. Debrief and Pitch (20–30 min)

- Teams present their journey: 1–2 min summary of their mission, key dilemmas, and how they handled them.
- Facilitator leads a reflection discussion on:
 - Which dilemmas were toughest?
 - Where did values clash with strategy?
 - What surprised the team most?
 - What EntreComp/GreenComp/DigiComp skills were activated?

**Have fun, challenge your thinking,
and lead your mission with
purpose!**

7. Facilitator Tips

1. Guiding Decision Discussions

Encourage justification: Ask teams

“Why did you choose this option?” or “What was your main reasoning behind this decision?”

Prompt alternative thinking: If the team seems stuck, invite them to consider other viewpoints:

“What might a user or community member say about this?”

“How would this play out in the long term?”

Watch for role dynamics: Check if participants are using their Role Cards actively (e.g., is the Strategist asking big-picture questions? Is the Devil’s Advocate challenging assumptions?).

2. Debriefing After the Game

Start with open reflection:

“What was the most surprising moment in the game for you?”

“What decision are you most proud of — and why?”

Connect to real-world relevance:

“How does this apply to real situations you’ve seen in university life or startups?”

Link back to impact:

“Which of the five impact criteria do you think your team scored strongest in?”

3. Handling Disagreements

Normalize it: Let teams know that disagreement is part of collaboration.

“It’s okay to have different opinions — what matters is how you listen and decide together.”

Use the reflection lens: Ask, “Which perspective here might lead to greater long-term impact?” or “Which aligns best with your mission?”

De-personalize conflict: Help shift the focus from “who’s right” to “what’s right for the team’s mission.”

More Tips

- Rotate role cards mid-game to shift perspectives.
- Use real-world examples to connect dilemmas to actual startups.
- Highlight how ethical or sustainable choices can also drive innovation.
- Gamify lightly (with tokens, bonus points, or “Resilience Awards”) if engagement dips.

