



# THE LEVERAGE GAME

Playing Manual

Ver 2.2 8/31/2025 by A&S

# THE LEVERAGE GAME Playing Manual

---

<b>About THE LEVERAGE GAME</b>	<b>4</b>
What is THE LEVERAGE GAME?	4
<b>How to Play / Winning the Game</b>	<b>5</b>
End of Game and Rankings	5
<b>Play Online to Connect with the World</b>	<b>5</b>
Play Together Across Countries and Regions	5
Language Support in Japanese/English; Currency Support in Japanese yen /US dollars	5
<b>Starting and Ending the Game</b>	<b>6</b>
About the Lobby Screen	6
Create New Games Yourself	6
Differences between Room Hosts and Members	6
How to Create a Private Room	7
Host a Room as a 'Coach'.	7
<b>Join an Existing Room as a 'Player'</b>	<b>8</b>
Search for Rooms to Join	8
Join a Specific Room as a Member with a 'Room ID'	8
Making Changes to Member's Names	8
Exiting a Game	8
Selecting an 'Occupation'	9
Specifying Room Details and Starting the Game	9
AI Participation	9
<b>Ending the Game and Exiting Mid-Game</b>	<b>9</b>
Member Leaves in the Middle of the Game	10
Host Leaves in the Middle of the Game	10
Coach Leaves in the Middle of the Game	10
<b>Participating in Existing Games as a Spectator</b>	<b>10</b>
<b>How the Game is Played</b>	<b>11</b>
Screen Display during Games	11
Status of Members in Play	11
Checking your Status	11
Game Progress	11
Zooming In and Out	12
Playing Piece Design	12
Displaying Game History	12
<b>Movement on Your Turn</b>	<b>13</b>
Roll the Dice, Advance your Piece, and Perform Actions According to the Cards	13
Taking PROFITS (income)	13
'Borrowing from Banks'	13
'Repayment' of Loans	14

<b>Type of Squares on the Board</b>	<b>14</b>
Marketing Squares – the Five KPIs	14
The 'Four Leverages' to Strengthen your Business	15
Two types of Leverage cards: 'cards with priority purchase rights' and 'auction cards'	15
About 'Cards with preferential purchase rights'	16
Auction Cards	16
Oops Squares	17
Missing a Turn	17
Bonus Squares	17
PROFITS Gates	18
<b>End of Game and Confirmation of Results</b>	<b>19</b>
Ending the Game	19
Exit Screens and Final Rankings	19
Graphical Representation of Results	19
The Pause Button (Coach-only Function)	20
<b>Changing Settings</b>	<b>20</b>
Options Screen Settings	20
Display Mode	20
Display Language	20
Currency Unit	20
Card Reading Speech Language	20
Volume and Background Music Settings	20
<b>Tips to Make the Game More Enjoyable</b>	<b>21</b>
Enjoy 'conversations' between Members	21
Play THE LEVERAGE GAME with an Expert Coach	21
<b>Using THE LEVERAGE GAME as a Teaching Tool</b>	<b>21</b>
Developing Management Skills	21
Developing a Broader Perspective by Choosing a Variety of Industries	22
As an Introduction to Business and Management	22
As a Tool for Learning about the Local Community / Career Design	22
As a Coaching and Facilitation Training Tool	22
<b>Additional features in Ver2.0</b>	<b>23</b>
Insurance feature	23
"Hire a coach" feature	24
<b>Additional features in Ver2.2</b>	<b>25</b>
Functionality to enable the investment card pass	25

# About THE LEVERAGE GAME

## What is THE LEVERAGE GAME?

---

The Leverage Game is a board game in which players take turns spinning a roulette wheel to advance their pieces, and perform a series of actions according to the squares they land on in order to become a “successful business manager”.

Players can experience the reality of ‘management’, such as having to borrow money to pay unexpected costs, or having to pass up potential business opportunities if the money required for investment is not available.

- Up to 4 players can take part in a single game.
- You can play face-to-face with friends or colleagues, or if you have a Steam account you can also play online with strangers from all over the world, choosing to play in either Japanese or English.

Whether competing against your peers locally or taking-on strangers online, it is a chance to test your business acumen in a fun learning environment!

The game can be also be played in single player format, by competing against an AI opponent.

Another option is to join the game as a 'coach', accompanying and supporting the participating players.

THE LEVERAGE GAME was originally developed as an analogue board game by ActionCOACH®, a business coaching franchise founded in the USA in 1993 that currently operates in more than 80 countries and regions worldwide. ActionCOACH® aims to help small and medium-sized business owners become 'self-driven managers' by analyzing each client’s business situation in detail, and then developing methods to support, coach and train clients to discover and solve their own business issues and challenges.

Playing the game not only allows the clients to experience simulated business challenges and problem solving, but also enables the coach to ask specific questions and provide appropriate feedback and guidance in a variety of business situations, thereby greatly enhancing the results of the coaching training. Today, ActionCOACH® Leverage Game Nights are still held all over the world, with many executives sitting around the table next to their business coaches.

THE LEVERAGE GAME, which has been loved and played in its original format for many years, is now also available as an online game that can be easily joined by participants from all over the world.

We hope you will enjoy the ultimate business game experience, whether as a player, coach, or facilitator.

# How to Play / Winning the Game

Up to four players can take part in a game. At the beginning of play, you choose an 'industry' and manage your business for a fixed number of turns. In order to grow your business, you will need to improve your ratings in each of four "Business Leverage" areas, and also improve your five KPIs.

## End of Game and Rankings

---

The game ends when the time or number of turns specified by the game host has elapsed or when one of the players has fulfilled all the conditions for victory.

**In order to win, all three of the following conditions must be met:**

- 1. Increase the value of your 5 KPIs and increase monthly profit to at least \$10,000 (1.3 million yen).**
- 2. Achieve a perfect score (5 points or more) in all four Business Leverage ratings.**
- 3. Have no outstanding loans from banks.**

If any player fails to meet all of the above conditions, they will be 'ranked' according to their status at the end of the game. Although there will be winners, losers and rankings, the goal of the game is not only to win. It is about strengthening your business and creating a management structure that allows the business to run itself. Instead of simply trying to form higher assets than your opponents, try to grow your business and make it successful.

# Play Online to Connect with the World

## Play Together Across Countries and Regions

---

As long as the game is running at the same time, you can join or watch as a player from anywhere in the world. In addition, games created by you will be open to the whole world, so people from all over the world can watch or participate in the games.

## Language Support in Japanese/English; Currency Support in Japanese yen/US dollars.

---

Bilingual play in Japanese and English is supported. You can set the display language and the voice that reads out the cards in the game to either Japanese or English. You can also choose to display the currency in Japanese yen (JPY) or US dollars (USD). The language and currency display can be set separately for each player, so the same game can be played in different languages and currency units. These language support options allow players to enjoy the game with members of other countries regardless of language ability.

# Starting and Ending the Game

## About the Lobby Screen

Click the [Start] button on the title screen to proceed to the Lobby screen.

The Lobby screen allows you to create new games and search for games to join or watch.

Title Screen ►



## Creating New Games Yourself

Creating a new game allows up to four players to play simultaneously on the same board.

Anyone can create a new game at any time. To start a new game, click the [Host] button from the Create Game column in the top left-hand corner of the screen. A 'room' for the new game will be created and the participation status of other players will be displayed on the right-hand side of the screen.



▲Lobby Screen

You can also join a game as a 'coach' who manages the room, without actually taking part in the game, by checking the 'Hosted by coach' checkbox in the game creation field.

## Differences Between Room Hosts and Members

The first person to create a room is the Host of that room. On the Room Preparation screen, the person with the crown icon on the Member List page is the Host.

Only the game Host can set the time limit and the number of rounds, and only the game Host can start a game currently in preparation.

Game Hosts can choose to participate as a 'coach' (just managing the game without playing) or to take part in the game like a regular player.



▲Room Screen

## How to Create a Private Room

To host a room as a private room, select the check box next to the key icon.

Once you have created a private room, it will not appear in search results unless you enter a room ID.

Only a search with a room ID will show the room, so you can use this private room if you want to play a game with specific players.



▲Setting Up a Private Room



▲Private Room Screen

## Host a Room as a 'Coach'

If you tick the 'Hosted by coach' checkbox, you can host a room as a coach.

If you create a room as a coach, you cannot participate as a 'member'.

The coach can use the 'pause button' in the top right-hand corner of the screen to stop the game at any time in order to conduct coaching to members or encourage discussion and conversation among members.



▲Room Screen in 'Coach'

Participation in the game as a 'coach' allows you to practice business coaching and experience the art of facilitation. Instead of just watching the play from the sidelines, the coach should try to create a better business experience for the players by asking questions and encouraging debate about any specific business issues that may arise during the game.

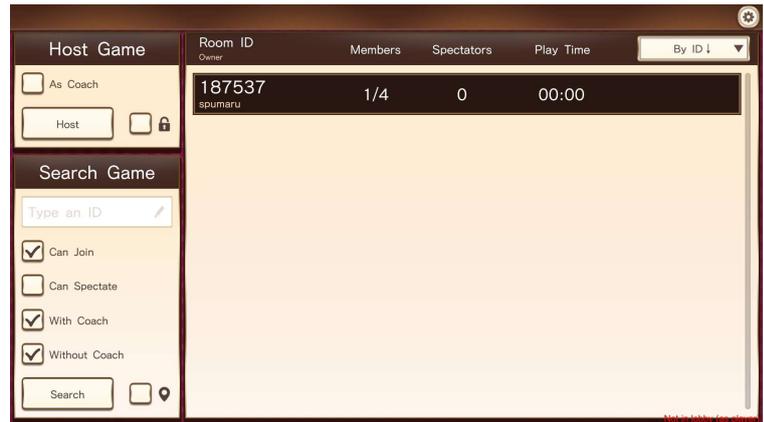
# Join an Existing Room as a 'Player'

## Search for Rooms to Join

Click the [Start] button on the title screen. Click on the [Search] button in the "Game search" box on the lower left to see a list of games that are already up and running. (If you do not see a list, there are no existing game rooms. Please create a new game from the top left).

You can specify your search criteria by using the check boxes. For example, you can select 'can join', 'can spectate', 'with coach' and 'without coach'.

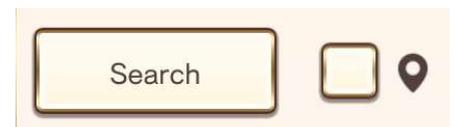
When existing rooms are displayed, click on the [Join] button of the room you wish to join as a member.



▲Lobby Screen: Room List

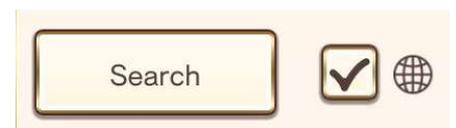
The checkbox next to the [Search] button allows you to specify the scope of the room search.

As shown on the right, the local search allows you to search for rooms created in the same region as the server you are accessing.



▲For Local Search

The global search allows you to search for rooms created by players from all over the world.



▲For Global Search

## Join a Specific Room as a Member with a 'Room ID'

You can enter a five-digit room ID in the 'Enter Room ID' box to search for specific rooms. If you want to play with friends located in remote areas or use it for learning sessions, create a game in advance and share the room ID with them to join or watch a specific game.

※ルームIDを入力しての検索は、自動的にグローバル検索となります。

## Making Changes to Member's Names

Member names cannot be changed within the game itself. The name in your Steam Profile will be displayed. If you want to change the name displayed, please update your Steam profile on the Steam administration page.

## Exiting a Game

Press the [Exit] button to leave the room you have entered and return to the Lobby screen.

# Selecting an 'Occupation'

To join a game, members need to click on the [Select Occupation] button next to their name in the list of room members. Select one of the 20 occupations or click on the 'Random' button.



▲ Room Screen

You can click through to the status screen for each occupation. Different occupations have varying initial achievement levels for the 'four business leverages' and 'five KPIs' required to win the game, as well as different levels of monthly profit and bank credit. Please compare the settings across various occupations before choosing one for the game.



▲ Occupation Selection Screen

Click on the [OK] button to return to the Members List screen and click on the [Ready] button. A green check mark will be displayed for members who have clicked the [Ready] button.

You can change your occupation as many times as you like before clicking the [Ready] button.



▲ Occupation sheet

## Specifying Room Details and Starting the Game

When all members have clicked on the [Ready] button, the [Start Game] button in the bottom left-hand corner of the host's screen becomes active. Click on it to start the game.



▲ Participating Player



▲ Room Owner

The game cannot start until all members are ready to play.

In the case that some members are taking a long time to complete preparations for the game, if possible try to contact them directly encourage them to complete preparations.

If a member cannot be contacted, the host can 'kick' a member out of the game at his or her discretion. The game owner does this by clicking on the 'KICK' button for the member who cannot be contacted from the member list in the lobby screen.

## AI Participation

If you click 'Start Game' with fewer than four entries, the missing members will be made up by AI opponents and the game will start with four players.

In the event that a member is unable to connect to the game that is underway due to a communication error, system trouble, etc., the AI will automatically act as a substitute and the game will continue.



▲ Confirmation Dialog

## Ending the Game and Exiting Mid-Game

The game ends when the time or number of turns specified by the host has elapsed or when one of the players has fulfilled all the 'victory conditions'.

**In order to win, all three of the following conditions must be met:**

- 1. Increase the value of your 5 KPIs and increase monthly profit to at least \$10,000 (1.5 million yen).**
- 2. Achieve a perfect score (5 points or more) in all four Business Leverage ratings.**
- 3. Have no outstanding loans from banks.**

## Member Leaves in the Middle of the Game

Clicking on the [To Title Screen] or [Exit] button on the option screen will exit the game, even if the game is still in progress. If a player leaves in the middle of a game, an AI player will automatically take over, inheriting the player's status and allowing the game to continue.

The human player can return to the game by entering the game again from the same Steam account. The human player will automatically take over the AI player's position in the game.

## Host Leaves in the Middle of the Game

If the room host leaves the game in the middle of the game, the AI will automatically take over and the game will continue. The host can return to the game by entering the game again from the same Steam account.

## Coach Leaves in the Middle of the Game

If a coach leaves during the game, the game continues as normal. The coach can return to the game by joining again as a coach.



▲Communication Disconnection Screen

## Participate in Existing Games as a 'Spectator'

You can also join in just to watch and enjoy the play by clicking on the 'Spectate' button. Watching other people's games allows you to get a feel for how the game is played as well as various strategies people employ, and it can also be used to hold study sessions where people watch and learn from other players.

You can 'spectate' in all rooms that are currently playing or preparing to start play.

If you join a room that is preparing to start play as a spectator, you will be able to watch the game from the beginning. If you join a room as a spectator and the game is already underway, you can watch from the point at which you joined.

The status of all players is displayed on the spectator's screen. You can enjoy watching the game while viewing the status of each person's business and mission achievements.



▲Lobby Screen

# How the Game is Played

## Screen Display During Games

The screenshot displays the game interface with the following elements:

- Game Info:** Room Id 732315, Round 6, Play Time 00:30:57, Spectators 0.
- Player Information:**
  - umasaki (MyShop):** \$10.00, 4/5 points in all categories.
  - 山田太郎 (Chiropractic Centre):** \$2,734.90, 2/5 points in Leads/Prospects, 3/5 in CNV Rate, 4/5 in Customers, 4/5 in Transactions.
  - Jean Bernard (Newsagent):** \$7,532.32, 2/5 points in Leads/Prospects, 3/5 in CNV Rate, 2/5 in Customers, 2/5 in Transactions.
  - spūmaru (Custom):** \$0.00, 0/5 points in all categories.
- Business Categories:** People & Education, Margins, Roll Dices, Number of Transactions, Delivery & Distribution, PROFITS, People & Education.
- Status Table:**

Leads / Prospects	CNV Rate	Customers	Transactions	Average Dollar	Turnover	Margin	Profits	Monthly Profits	Overdraft
0.0	100.0%	0.0	12.0	\$500.00	\$0.00	100.0%	\$0.00	\$0.00	\$0.00

Additional UI elements include a 'BONUS' icon, a 'Log' button, and a 'PROFITS' gate.

## Status of Members in Play

When the game starts, the 'order of play' is randomly determined. The players' frames are automatically Colour-coded into four Colours that show the order of play: sapphire, ruby, turquoise and emerald.

The four corners of the play screen show the [Money] held by the four player and the points earned for the four rankings of business leverage.

The amount of money in each player's possession at the start of the game is equal to the initial 'monthly profit' of the player's chosen occupation.

Play proceeds in a clockwise direction, starting with the player in the top-left corner. The status window of the player who's turn it is, is marked by a white outer frame.

## Checking your Status

The status of your own business is always displayed at the bottom of the screen. Be sure to keep tabs on your overdraft amount and the expected income from the next PROFITS gate.

## Game Progress

The upper part of the screen shows the progress of the game being played. The game ends after the specified number of rounds have been completed or one turn after the play time limit has been exceeded.

## Zooming In and Out

Use the magnifying glass button at the top right of the screen to change the display of the board. You can toggle between a view of the entire board and a zoomed-in view of your current piece positions

Room Id: 690855 | Round: 1 | Play Time: 00:01:27 | Spectators: 0

Players: Mario Rossi (Small Supermarket, \$4,439.90), Kumar Singh (Consulting Practice, \$903.05), umasaki (Chiropractic Centre, \$5,020.35), Jean Bernard (Consulting Practice, \$4,603.05)

Summary Table:

Leads / Prospects	CNV Rate	Customers	Transactions	Average Dollar	Turnover	Margin	Profits	Monthly Profits	Overdraft
2,440.0	56.0%	1,366.4	5.2	\$24.00	\$170,526.72	41.0%	\$69,915.96	\$5,826.33	\$0.00

## Playing Piece Design

As your business grows, the design of your playing piece changes. The pieces change every time a target (5 points) is achieved for one of the 'four leverages', which are the game's benchmarks.



Piece Design ▶

## Displaying Game 'History'

Click on the 'History' tab in the bottom right-hand corner of the screen to see the increase or decrease in a player's money, status, and the points for each previous round. Information on the four players is shown in a text Colour that matches the Colour of the respective playing piece.

Room Id: 859178 | Round: 2 | Play Time: 00:03:28 | Spectators: 0

History Panel:

Round	Money	Average Dollar	Margin	Profits	Monthly Profits	Overdraft
Round 1	-\$1,100.00	\$4,717.01	0.0%	-\$200.00	\$5,483.67	\$0.00
Round 2	+\$5,817.01	\$10,534.02	19.0%	\$69,169.9	\$5,826.33	\$0.00

▲ History Screen

# Movement on Your Turn

## Roll the Dice, Advance your Piece, and Perform Actions According to the Cards

Starting with member 1, the dice is rolled once per turn. Members playing their turn are marked with a white frame in their status window which is shown in the four corners of the screen.

Click on the 'Roll Dices' button in the center of the screen. Your piece moves forward by the sum of the two dice rolled, and events are carried out on the square it stops at.

There are four types of squares: ones related to the '5 KPIs', the '4 Measures', 'Oops' and 'Bonus', and you must always carry out the instructions on the Event Card that you get for the square you stop at.

In addition to the squares, there are PROFITS gates, which provide income when passed.

## Taking PROFITS (income)

Each time you pass through the PROFITS gate, you earn income according to your 'monthly profit'.

Monthly profits increase or decrease according to five KPIs (Lead/Prospect Generation, Conversion Rate, Number of Transactions, Average \$\$\$ Sale, and Margins). During the game, try to improve these figures to boost the income you earn. There are only two ways to obtain funds in the game: from the PROFITS gates or by borrowing from a bank.

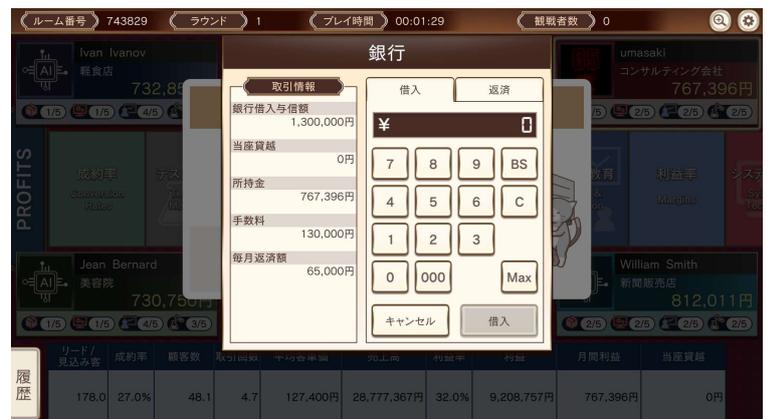


▲ Dice

## 'Borrowing from Banks'

You can borrow funds from the bank at any time by pressing the 'Bank' button. The 'bank credit amount', which can be found on the status screen, is the maximum loan amount. The bank credit amount depends on the 'industry'.

Players can only borrow money from the bank when it is their own turn. When trying to buy cards from another player, and if competing in an auction, the 'Bank' button will not be displayed and borrowing will not be possible if it is currently another player's turn. There is always a 'fee' for borrowing money. Regardless of the amount borrowed, the fee is always fixed at \$1,000 (150,000 yen). During your own turn, you can borrow as many times as you like until your maximum loan limit is reached. Again, a fee is charged each time you borrow money. Your current borrowing balance is always displayed in your 'Current account balance' status column.



▲ Bank Screen: Borrow

# 'Repayment' of Loans

There are two methods of repayment: automatic repayment when passing through the PROFITS gates and manual repayment. If you pass through a PROFITS gate with an outstanding loan, \$5,000 (750,000 yen) will be repaid each time. The amount that will be repaid is fixed regardless of the amount of the outstanding loan.

You can also repay any amount during your own turn. Click on the 'Bank' button, click on 'Repayments' from the tab at the top of the window, and enter the amount you wish to repay.

You can repay any amount, as often as you wish, during your own turn.



▲ Bank Screen: Repayment

## Types of Squares on the Board

### Marketing Squares - the Five KPIs.

These are the squares where you can earn cards for the 'Five KPIs' to grow your business and increase profits. The 'Five KPIs' cards are: **Average \$\$\$ Sale / Number of Transactions / Margins / Conversion Rate / Lead/Prospect Generation**



You can increase your rating for each of these five different statuses.

As the values increase, the "monthly profit" earned each time you pass through a PROFITS gate is also increased.

In order to benefit from the cards, you have to invest the amount stated on each card.

The amount of investment required depends on the card. If the amount of money in your possession exceeds the required investment, it will be automatically deducted from your account, and you then spin the roulette wheel. The corresponding rating will be increased by a percentage of the roulette roll.

There are 10 stages from 0 to 10, with 0 having no effect at all. If the amount of money in your possession is less than the required investment, you can choose to borrow from the bank and play roulette or forgo (pass) the chance to invest in that card.



▲ Roulette Screen

# The 'Four Leverages' to Strengthen your Business

The aim is to gain points for the Four Business Leverages to make your business more efficient. Points for the Four Business Leverages have no effect on monthly profits, but as a condition for winning the game, you need to achieve a perfect score (five points or more) for all four business leverages.

You can obtain a "Leverage Card" to boost your points for each of the 4 business leverages: **Systems & Technology / Testing & Measuring / Delivery & Distribution / People & Education**

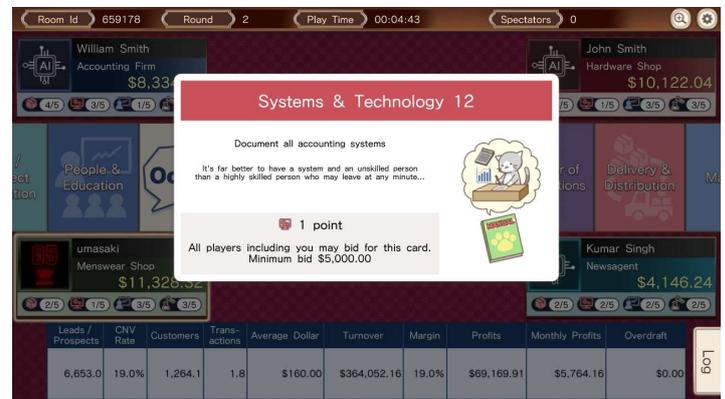


## Two Types of Leverage Cards: 'cards with priority purchase rights' and 'auction cards'

Unlike the '5 KPI' cards, there are 2 types of leverage cards; ones that require an auction in which other members can also participate, and ones that have "priority purchase rights" for the player whose turn it is.



▲ Cards with Priority Purchase Rights



▲ Auction Card

## About 'cards with preferential purchasing rights'.

These cards are preferentially available to the player on turn at the 'minimum bid price'. If the player on turn does not buy the card, he can sell it to three other members, and receive any amount bid above the minimum bid price. An auction is held and the player with the highest bid gets the card. In this scenario, the other three players, in clockwise order from the turn player, can choose to bid a price above the current price or 'pass'. If you don't have sufficient funds to up the bid, you cannot bid and can only choose to 'pass'.

Bidding is repeated until all players except the player with the highest bid pass or until all players pass.

If everyone chooses to 'pass', the card is discarded. If there is a bid, the member with the highest bid wins the card and receives the leverage points.

The player who wins the bid pays the winning bid price. If a player other than the player on turn is the successful bidder, the difference between the winning bid price and the minimum bid price is the income the player on turn will receive for selling the card.



▲ Auction Screen: Priority Purchase



▲ Auction Screen: Transfer Usage Rights

## Auction Cards

For cards without priority purchase rights, an auction will always be held amongst the four members. Bids can be made in turn, starting clockwise from the player on turn who drew the card. Bid amounts can be specified in units of '1 yen' or '1\$'.

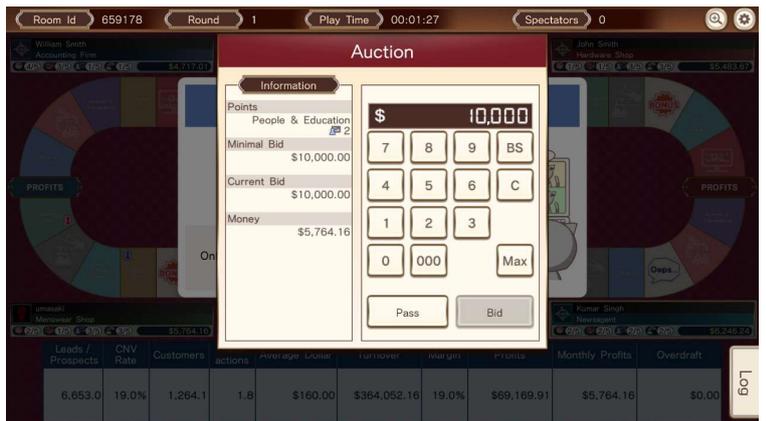
The player on turn can bid above the current price or choose to 'pass'. If the amount of money in his possession is insufficient, he can take out a loan from the 'bank'.

The other three players can also choose to bid above the current price or 'pass', but if the amount they have is insufficient, they cannot bid and can only 'pass'.

Repeat until all players except the player with the highest bid have passed or until all players pass.

If everyone chooses 'pass', the card is discarded. If there is a bid, the member with the highest bid wins the card and receives the leverage points.

The player who wins the bid pays the amount of the bid to the 'bank'.



▲ Auction Screen

## 'Oops' Squares

If you land on an Oops square, you will draw a card that features some kind of problem for your business such as "Supplier bankruptcy", "Unexpectedly out of stock!", "Top employee is lured away!", etc. leading to a reduction in your profit margins or requiring you to miss a turn.



▲ Bonus Squares

## Missing a Turn

If you draw a card such as "miss a turn" or "miss 2 turns" in the "Oops" square, you will not be able to play for a specified number of turns. The number of turns you still have to sit out is displayed in the status panel in the four corners of the screen.



## Bonus Squares

If you land on a Bonus square, you are free to choose any category you like from the five KPIs or four business leverages to get one card. Choose the most effective category for your business situation.



▲ Bonus Squares



▲ Bonus Screen

# PROFITS Gates

Your payday is the PROFITS gates: when you pass through a PROFITS gate, your bank balance is increased by the amount of your "monthly profit". You earn income each time you pass through a PROFITS gate.

Unlike other squares, the PROFITS gates do not count as a move, so they do not reduce your remaining dice count as you pass through.

Furthermore, if you pass through a PROFITS gate with an outstanding loan, \$5,000 (750,000 yen) will be repaid each time. The amount repaid is fixed, regardless of the amount of the outstanding loan.

Leads / Prospects	CNV Rate	Customers	Transactions	Average Dollar	Turnover	Margin	Profits	Monthly Profits	Overdraft
6,653.0	19.0%	1,264.1	1.8	\$160.00	\$364,052.16	19.0%	\$69,169.91	\$5,764.16	\$0.00

# End of Game and Confirmation of Results

## Ending the Game

The game ends when any of the following conditions are met:

1. If a player fulfils all of the "Victory Conditions".
2. When all players have completed their next turn after the set time limit has been exceeded.
3. When a set number of rounds has been completed by all players.

## Exit Screen and Final Rankings

The exit screen displays a graph of the four players' rankings, achievements and performance trends. Players who have not met the achievement targets can review their business situation and to how short they were of achieving their goals.

Players are 'ranked' based on the amount of money they have at the end of the game, their monthly profit, and business leverage.

However, the goal of the game is not necessarily to be better than the other

players. It is about making your own business stronger by achieving your targets, and creating a structure for a sustainable business by increasing your KPI scores. Therefore, we encourage you to play not only to accumulate more assets than your opponents, but also to "make your business stronger" and "bring your business closer to being a successful enterprise".



▲ Game End Screen: Ranking

## Graphical Representation of Results

The graph at the bottom of the exit screen can be switched between [% Complete] and [Money]. Click on the respective button to switch the display.

The [% Complete] is calculated from a formula that takes into account the monthly profit and points accumulated from the four business leverages, and subtracts the amount of money borrowed from the bank.

The [Money] display shows the change in the amount of cash held by the player.



▲ Achievement Graph



▲ Money Graph

## The Pause Button (Coach-only Function)

Coaches are able to 'pause' the game, allowing them to conduct business coaching or make operational explanations where appropriate.

The 'Pause Button' is exclusively available to coaches. Other players will not see a 'pause button' and cannot pause the progress of the game. During a pause in the game, members will not be able to perform any operations related to the progress of the game. The status of each member will be displayed.

A 'pause' indicator will be displayed in the center of the screen, but you can make this transparent by clicking on it, allowing you to see the screen. You can also switch between board displays using the zoom buttons. Please note that The game timer does not stop while the game is paused, so be mindful of the elapsed time if there is a time limit.



▲Pause Screen

## Changing Settings

### Options Screen Settings

Click on the gear button in the top right-hand corner to open the options window. Here, various settings can be changed including keyboard shortcuts.



▲Option Screen

### Display Mode

You can choose whether to display the game in a desktop window or in full screen mode.

### Display Language

Select the language of the text to Japanese or English.

### Currency Unit

Select the currency displayed in the game to Japanese yen (¥) or US dollars (\$). In the game, this is converted as 150 yen to \$1.(August 2024)

### Card Reading Speech Language

Set the language of the voice that reads the cards during the game to Japanese or English.

### Volume and Background Music Settings

You can turn on or off / set the volume for the Main Volume, Background Music, Sound Effects and Voice Reading.

# Tips to Make the Game More Enjoyable

## Enjoy 'Conversations' between Members

Players can enjoy the game while 'talking' to other players, using the Steam voice chat function

For example, if you are unsure about a business decision, such as whether you should take out a bank loan to purchase leverage, you can consult with other players. The importance of leverage cards and KPI cards varies for each player. Sometimes, by 'talking to each other' or 'helping each other', everyone can aim to complete the mission at the same time.

The benefits of these types of conversations will be felt even more keenly at the gaming meetings organised by ActionCOACH®, the developer of THE LEVERAGE GAME.

## Play THE LEVERAGE GAME with an Expert Coach

THE LEVERAGE GAME is an analogue board game originally developed by ActionCOACH® as a business coaching resource. ActionCOACH® was founded in 1993 in the USA. It is a business coaching and business training company. Unlike conventional consulting companies, ActionCOACH® develops methods to support, coach, and train individual clients, allowing them to identify, visualize, analyze, and solve any problems facing their own businesses.

Through this game, it is possible to greatly increase the value of business coaching by simulating business challenges and problems whilst asking questions and giving advice to the player.

While it is possible for one person to play the board game as a fun business simulation exercise, by playing with an expert coach, the learning experience can be greatly enhanced, allowing the player to understand what is necessary for growing a business effectively. You can also participate in online gaming sessions organised by ActionCOACH® or arrange a

# Using THE LEVERAGE GAME as a Teaching Tool

## Developing Management Skills

By trying to increase profit margins whilst dealing both good and bad luck, you will be able to experience the management issues that need to be overcome in order to lay the foundations for a business to grow and become successful. Playing the game repeatedly will allow you to hone your skills whilst having fun. In addition to playing alone, players can also get more out of their efforts by talking to each other and receiving guidance from a coach. A business coaching session led by ActionCOACH®, the developer, will allow you to boost your skills by answering questions and receiving advice at the appropriate times.

## Developing a Broader Perspective by Choosing a Variety of Industries

---

You will gain a broader perspective by playing in not only occupations you are familiar with, but also different and unrelated industries. You will be able to feel how the value of each leverage card is different depending on the type of industry. By playing the game in various occupations, you will gain a broader perspective as a business-person.

Business coaching and business training by the developer, ActionCOACH®, which uses the game to implement effective learning by simulating management in multiple industry sectors, can improve your experience thanks to the professional coaching they provide.

## Play as an Introduction to Business and Management

---

Play THE LEVERAGE GAME with children and inexperienced young adults to introduce them to the world of business. This is an opportunity to learn what is important for a business, such as what you need to do to increase its income, how much money it should keep on hand, and what it takes to grow a business. Knowledge and skills can be developed through repeated play in a variety of roles and industries.

The experience can be enhanced further if experienced managers and business coaches also participate using the coach function, or if they compete as players and enjoy the game while asking questions, and discussing and reviewing the business situations facing the less experienced players.

## As a Tool for Learning about the Local Community / Career Design

---

Considering how to run a business in various industries—whether with family, at school, or in community exchanges—can offer opportunities to explore previously unfamiliar jobs and occupations.

Choosing different industries and playing the game repeatedly will allow players to develop a broader perspective.

In this case, too, the quality of learning can be greatly enhanced if the facilitator participates using the coach function, asking questions to encourage discussion about the different ways of doing business across various industries.

## As a Coaching and Facilitation Training Tool

---

Use the game as a learning experience not only to simulate management as a player, but also by participating as a coach who gives advice to other players and facilitates discussions. Not only is there a large variety of situations to explore, with as many as 20 occupations and hundreds of cards, but also different targets for each player in terms of business leverages and KPIs.

A variety of situations and circumstances can be realized in casual online games. We encourage you to experience "participating as a coach", for example, to broaden your experience of the game.

If you are participating as a player in a game with a coach, it is also a good chance to learn about being a coach observing what questions they ask and the type and delivery of advice to other players. If the game is being hosted by the developer, ActionCOACH®, the learning will be even better thanks to the participation of professional coaches.

# Additional features in Ver2.0

The following features added in Ver2.0 are only available in the Business Edition. They are not available in the Economy Edition.

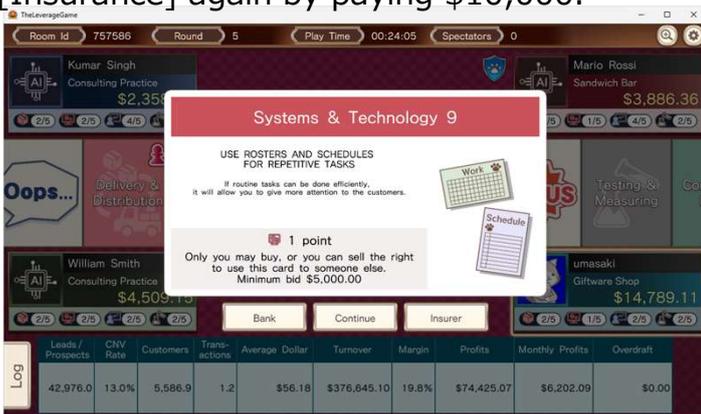
	Business Edition	Economy Edition
Insurance Feature	○	×
"Hire a coach" feature	○	×

## Insurance feature

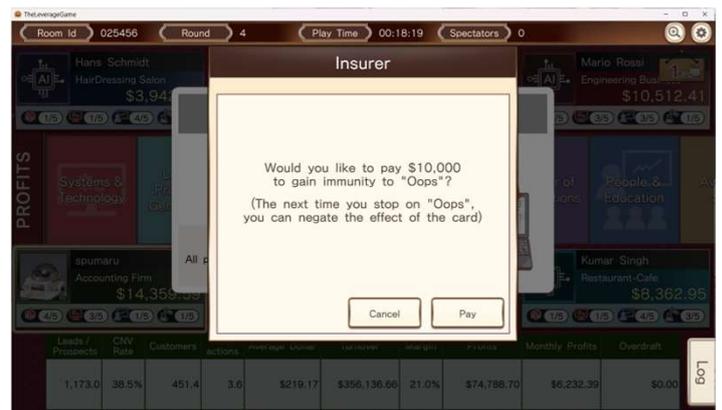
When you are able to go to the bank, you can take out [Insurance] by paying \$10,000.

When you take out [Insurance], you can negate the effect of the card once when you land on a "Bad" space.

When the effect of [Insurance] occurs, [Insurance] will be canceled. You can take out [Insurance] again by paying \$10,000.



▲ Insurance button



▲ Insurance enrollment dialogue

Once you have insurance, an icon will appear next to you.



▲ Insurance Icons

# "Hire a coach" feature

**This feature is only available to coaches when they create a room.**

The coach can suggest to all players to "hire a coach" only once during the game.

Players can "hire a coach" by paying \$10,000.

Players who hire a coach will benefit from the coach's effect of doubling the number that comes up on the roulette until the end of the game.

\*If you pass on the coach's suggestion, you will not be able to hire a coach again during that game.

Furthermore, if you go bankrupt after hiring a coach, the coach's effect will be canceled.



▲ Coach screen: "Hire a coach" button



▲ Coach screen: "Hire a coach" suggestion



▲ Player screen: "Hire a coach" suggestion



▲ Coach screen: Proposal confirmation waiting

Players who have hired a coach will have a "Coach" icon displayed next to them.



▲ "Coach" icon



▲ x 2

# Additional features in Ver2.2

The following features added in Ver. 2.2 are available for both the Business and Economy editions.

## Investment card pass feature

At the start of the game, the room owner or coach can change whether a player can pass an investment card in the "Rule Settings" section of the room details when they draw an investment card.

\*You cannot change it while playing the game.



If enabled, the pass button will appear, when you draw an investment card, and you can end your turn without investing.



▲ Pass available



▲ No pass

Even if you draw an investment card, if you don't invest by passing, your money will not decrease.

However, you cannot spin roulette and increase your monthly profits.

You need to look at the card text to properly determine the investment amount and expected profit.

Ver 2.2 8/31/2025 by A&S  
Ver 2.0 8/31/2024 by A&S  
Ver 1.3 2/4/2024 by A&S  
Ver 1.0 16/2/2023 by Nobuhiro Yamamoto