



# The Great Game of Business

Applying Its Principals to Greene County Government

# *The Great Game of Business - Overview*

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## **Chapter 3: The Feeling of a Winner**

# Winning!

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**You start the Great Game of Business by creating a series of small wins.**

**There are at least 2 conditions, which have to exist before people are ready to play the Game:**

- 1. Management has to have credibility.*
- 2. Employees have to have some fire in their eyes.*

Stack built trust and respect by *listening*.

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### **Pride must come before ownership.**

*Without pride, there is no winning, no ownership.*

Stack instilled pride by:

- *having an open house*
- *encouraging competitions*
- *doing anything to create a win.*

Winning is not just a matter of pride, it is also a habit.

*“the problem is that a lot of people don’t know how to be proud of something”*

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Stack didn't initially set up games around financial statements because:

- *People didn't understand them, and*
- *Would be intimidated by them.*

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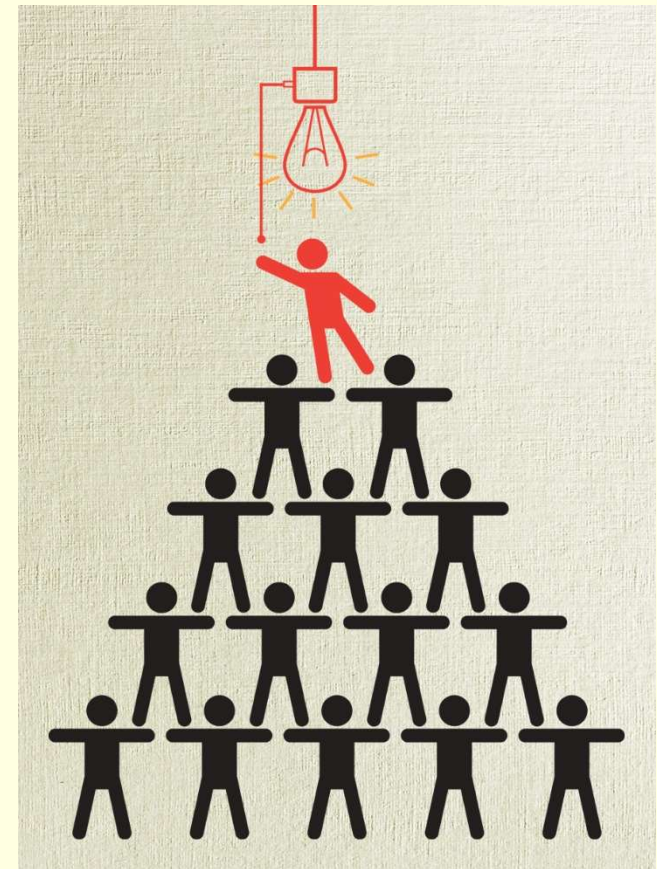
## **Lessons learned about which games and goals work best:**

### **1. Business is a team sport – choose games that build a team.**

- *Avoid games that are divisive.*
- *Choose games that promote teamwork and create a spirit of cooperation.*
- *Use games to build credibility.*

### **2. Be positive, building confidence.**

- *Managers tend to react quickly to anything that goes wrong and overlook everything that goes right.*
- *One of a manager's main responsibilities is to build confidence.*



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**Lessons learned about which games and goals work best:**

### **3. Celebrate every win.**

*The manager's job becomes making sure the fun goes on.*

### **4. It's got to be a game.**

*Make sure people don't stop having fun and get scared.  
Must keep accountabilities as ideals to strive for, not  
minimum performance standards.*





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### **Lessons learned about which games and goals work best:**

#### **5. Give everyone the same set of goals.**

*Don't send mixed messages.  
Turn success into a group effort.*

#### **6. Don't use goals to tell people everything you want them to do.**

*Too many goals are useless.  
You should set only two or three goals over the course of a year.*

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**Managers are encouraged to take part in competitions.**

This helps break down barriers between managers and employees.

**Keep work in its place.**

**Sponsorships are the cheapest benefit around.**

“Individual talents get magnified many times over through the collective lens of an effective team.”

*Dalal Haldeman*

