

Create an Early Win With MiniGames™: Example

1 Select the Objective: The targeted problem or opportunity.

Improving productivity through operator efficiency.

2 Set the Improvement Goal: X to Y by when.

Go from 88% to 95% operator efficiency in 9 weeks.

3 Estimate the Benefit: The potential impact/return.

\$28,500 in additional profit if operator efficiency of 95% was maintained in nine weeks. A potential annual improvement of over \$150,000.

4 Identify the Players: Who can impact the game?

Machine operators, supported by supervisors and management.

5 Determine the Time Frame: Long enough to accomplish the goal/change behavior.

Nine holes in 9 weeks

6 Create a Theme: Be creative!

Golf course

Listed below are samples of objectives and themes for inspiration.

OBJECTIVES

Improve Productivity Through Operator Efficiency

Increase Business Literacy

Build Teamwork

Develop a Winning Attitude

Improve Inventory Accuracy

Maximize Employee Participation

THEMES

Golf course

Disco Dance Floor

Whack-A-Mole

The Price is Right

Hawaiian Volcano

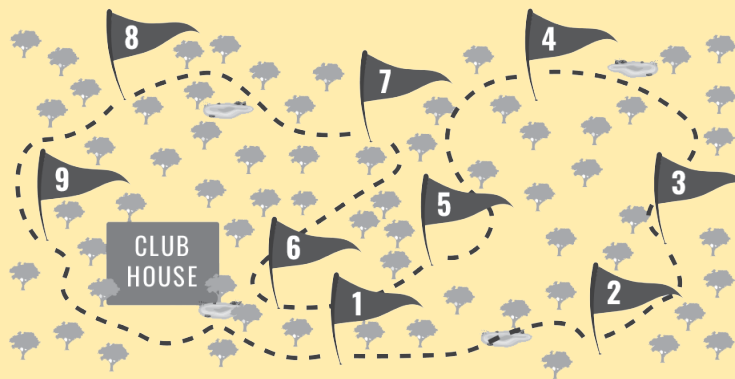
Diffuse the Bomb

Sample Scoreboard

7. Build a Scoreboard, and Establish a Huddle Rhythm

Simple and easy to understand, reviewed often.

EFFICIENCY PAR FORE THE COURSE



8 Decide on the Rewards, and Determine an Award Schedule: Motivating and memorable.

Cookout scheduled at four weeks
Group celebration at the amusement park at 9 weeks

9 Play the Game: Plan promotions and appoint a score keeper.

Promotions: June 9th (Launch Game) Huddle every Monday to update the scoreboard.
Matt and Gary = Scorekeepers

10 Celebrate the Win: How and when will the win be celebrated?

Rewards and recognition tied to a company picnic celebration at a local amusement park. 9 prizes will be raffled off, each commemorating weekly success during the MiniGame. Rewards are directly tied to the behaviors that earned the rewards.

Create an Early Win With MiniGames™: Design

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TIPS

Develop a Creative Theme and Title.

Use memorable prizes.

Avoid all or nothing goals.

Make the time frame of your MiniGame™ 6 weeks to 90 days.

Avoid cash rewards – They are not memorable and have no trophy value and quickly become entitlements.

Determine the date of celebration before the MiniGame begins.

Remember the 3 second rule - Can we tell if we are winning or losing in 3 seconds or less?

Scoreboard

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- 8 Decide on the Rewards, and Determine an Award Schedule:** Motivating and memorable.

- 9 Play the Game:** Plan promotions and appoint a score keeper.

- 10 Celebrate the Win:** How and when will the win be celebrated?