

Minigames – A Summary

The Great Game of Business has become the most celebrated and successful approach to business transparency. The Game is a unique, well-proven strategy, based on a simple, yet powerful belief: The best, most efficient, most profitable way to operate a business is to educate everyone on the goals of the business, give them a voice in how the company is run and provide them a stake in the financial outcome. Though The Great Game of Business is often directly associated with open-book management, it is actually a system for managing open-book companies that provides a set of proven principles and practices to help companies fully leverage the power of business transparency.

One of these practices, “MiniGames™,” is our way of educating employees, reinforcing positive behavior and positioning the company for long-term success. By definition, a MiniGame is a short-term activity designed to correct a weakness or pursue an opportunity in the company. MiniGames are designed to be fun and engaging. Like most games, they should have a goal, a timeframe for play, a scoreboard, and a reward for winning. MiniGames also have a theme that energizes the players and propels the game overall.

MiniGames are a way to motivate employees day-to-day and can:

- Affect a financial or operational change: Driving results through improved performance.
- Increase business literacy: Reinforce key components of business success such as goal setting, mutual responsibility and performance management.
- Build teamwork: Rally employees (players) around a common goal in order to achieve a shared reward.
- Develop a winning attitude: Create an environment where winners are recognized and rewarded for generating results.

MiniGames are one of the easiest and most exciting ways to engage employees, even if you’ve not fully committed to practicing open-book management. Recently, we compiled MiniGame ideas from the March, 2014 SRC Experience seminar. Though these MiniGames are specific to the business challenges and personality of each company who created them; the prizes, themes and goals can adapted and applied to any industry or business challenge.

All of the games contain the basic components of a MiniGame:

- Creative name and improvement objective.
- Improvement goal.
- Estimate of the potential benefit.
- Players that can impact the target.
- Set time frame that is long enough to change behavior.
- Theme and scoreboard that clearly displays progress.
- Reward that is valuable to the players and incremental to the improvement.

<http://greatgame.com/employee-engagement/8-awesome-minigame-ideas-generated-practitioners/>