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Your Great Game™ Resources



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the
Great Game
of **Business**®

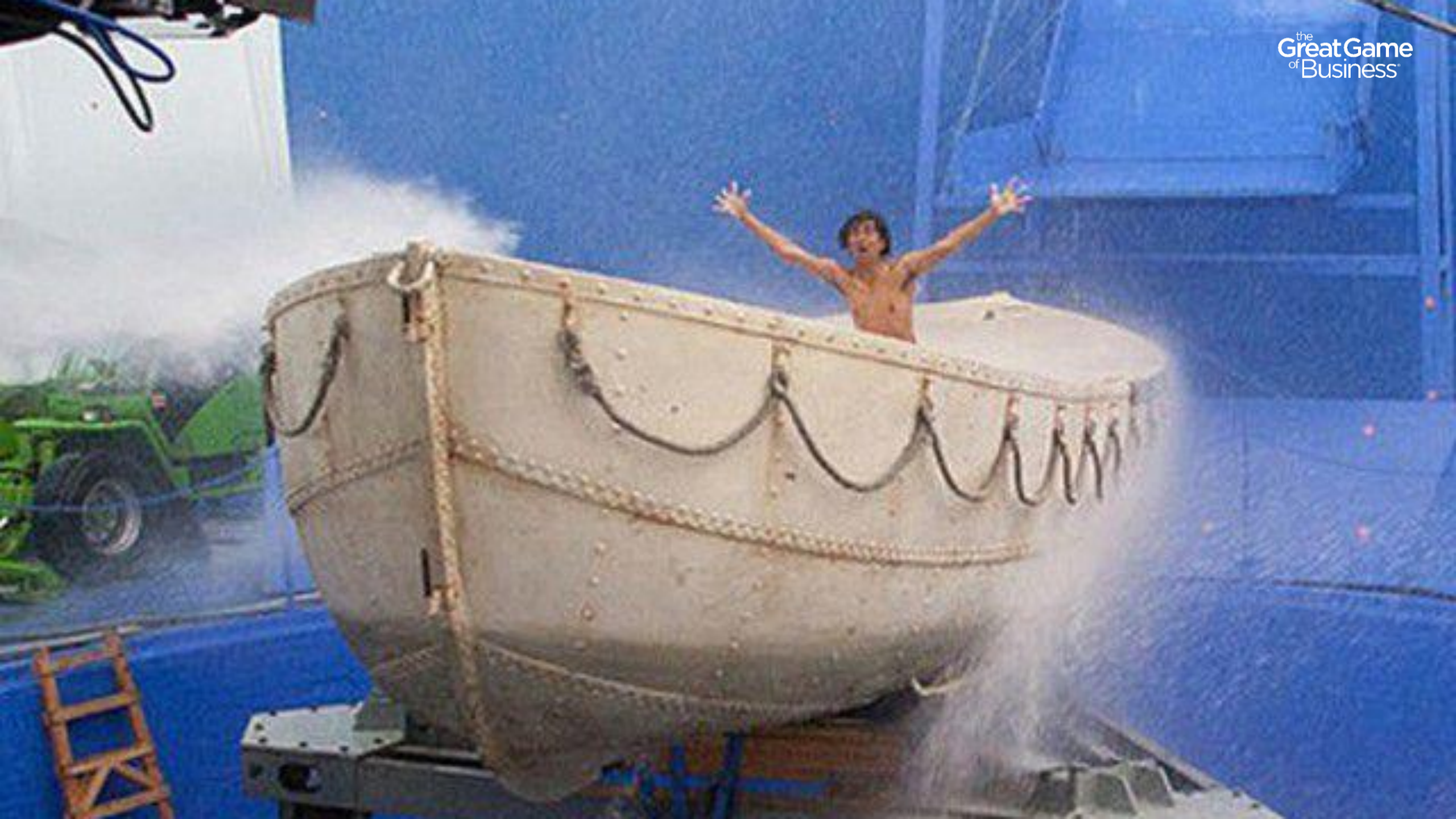
How Great Companies Create Rapid Financial Results and Lasting Cultural Change

IT'S MONEY. IT'S PEOPLE. IT'S BOTH.™



Life After Pi

A Documentary





Can You Be the
Best in the World &
Still Lose It All?



**the
Great Game
of Business®**

How Great Companies Create Rapid Financial Results and Lasting Cultural Change

IT'S MONEY. IT'S PEOPLE. IT'S BOTH.™

6 MONTH STRIKE
12% INFLATION
GLOBAL COMPETITION



**1,000 JOBS/WEEK
FOR 2 YEARS**



M E L R O S E P A R K W O R K S

INTERNATIONAL HARVESTER

DIESEL ENGINES • CRAWLER TRACTORS







\$8,900,000 DEBT

\$100,000

18% INTEREST

The Company is The Product.

Why Not Tie Education, Accountability and
Incentives to Building a Great Organization?

Building a Business
of Business People
Who Think, Act &
Feel Like Owners

Building a Culture of Ownership

We Are Not
Speaking The
Same Language

We Are Not
Aiming At The
Same Goal

What If ?

Cash
Revenue Growth
Return on Investment
Cost Control
Financing
Satisfied Customers
Paycheck
Job Security
Good Benefits
Overtime
Time Off
Appreciation

Employee

Owner



台灣維基狂股份有限公司

2005.12.31

資產負債表

單位：千元

資產	金額	負債及股東權益	金額
流動資產		流動 負債	
現金	1,129	應付帳款	504
短期投資	25	應付票據	504
應收帳款淨額	280		
存貨	2,500		
流動資產合計	<u>3,934</u>	負債總計	<u>1,008</u>
固定資產		股東權益	
成本		普通股股本	7,426
土地	3,000		
建築	1,500		
固定資產淨額	<u>4,500</u>	股東權益總計	<u>7,426</u>
資產總計	<u><u>8,434</u></u>	負債與股東權益總計	<u><u>8,434</u></u>

Why a Game?

Reason #1: Great Technicians Resist Learning About Business.

Reason #2: Business Has All the Elements of a Game

There is a goal

There are rules

There is a scoreboard

There is a reward for winning

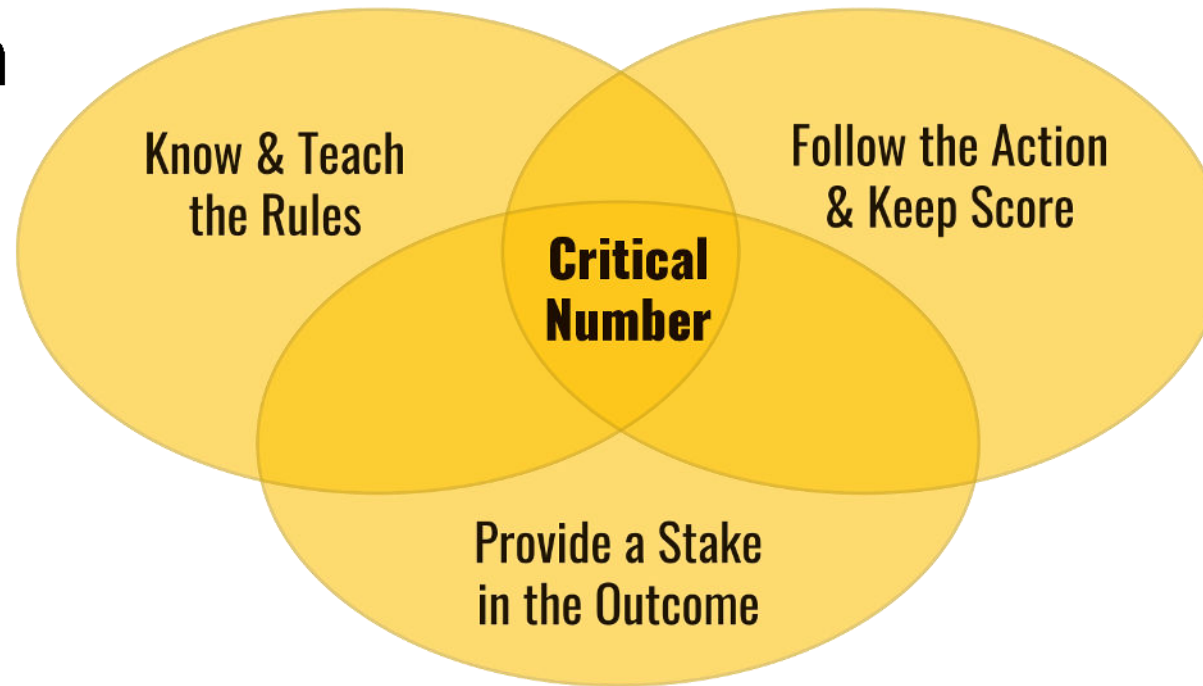
The Company is The Product.

Why Not Tie Education, Accountability and
Incentives to Building a Great Organization?

Principles of The Game

Education

Accountability

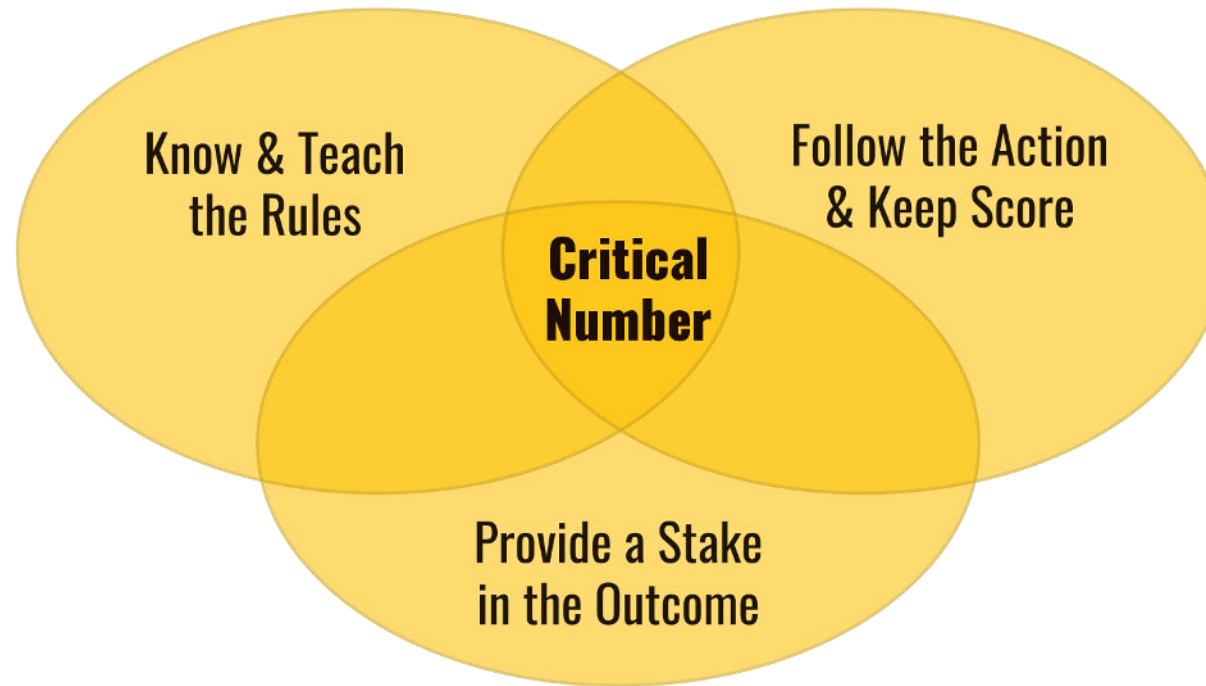


Incentives

Where Do I Start?

What's Your One Thing?

Principles of The Game

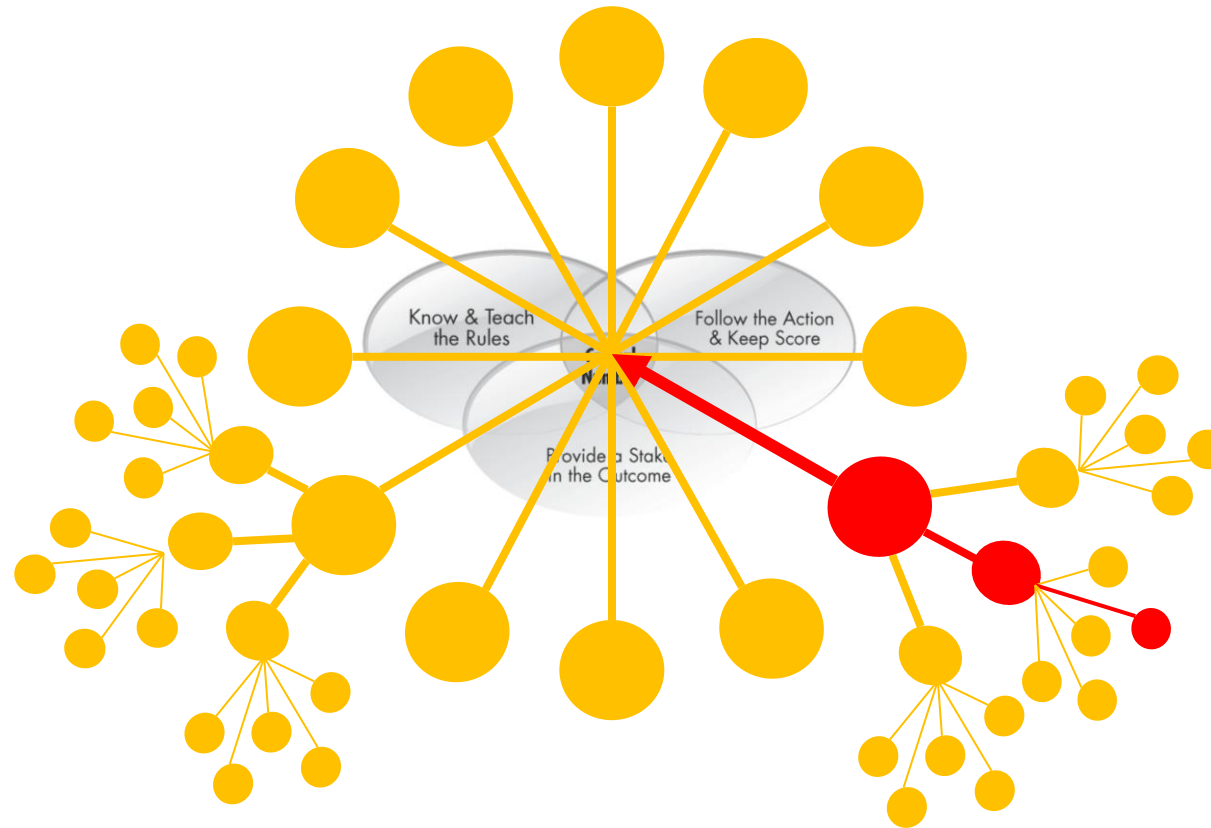




\$8,900,000 DEBT

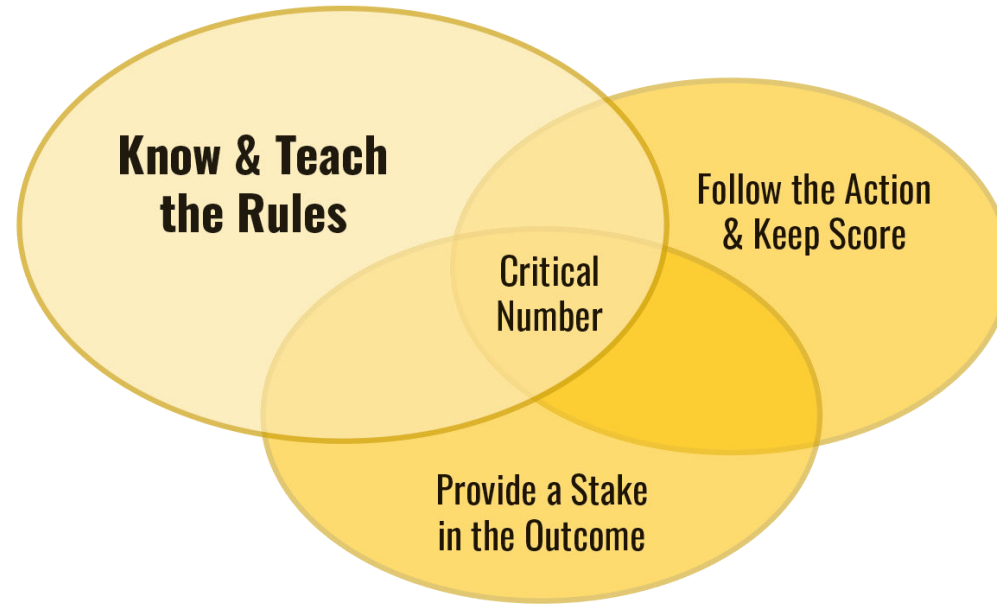
\$100,000

18% INTEREST

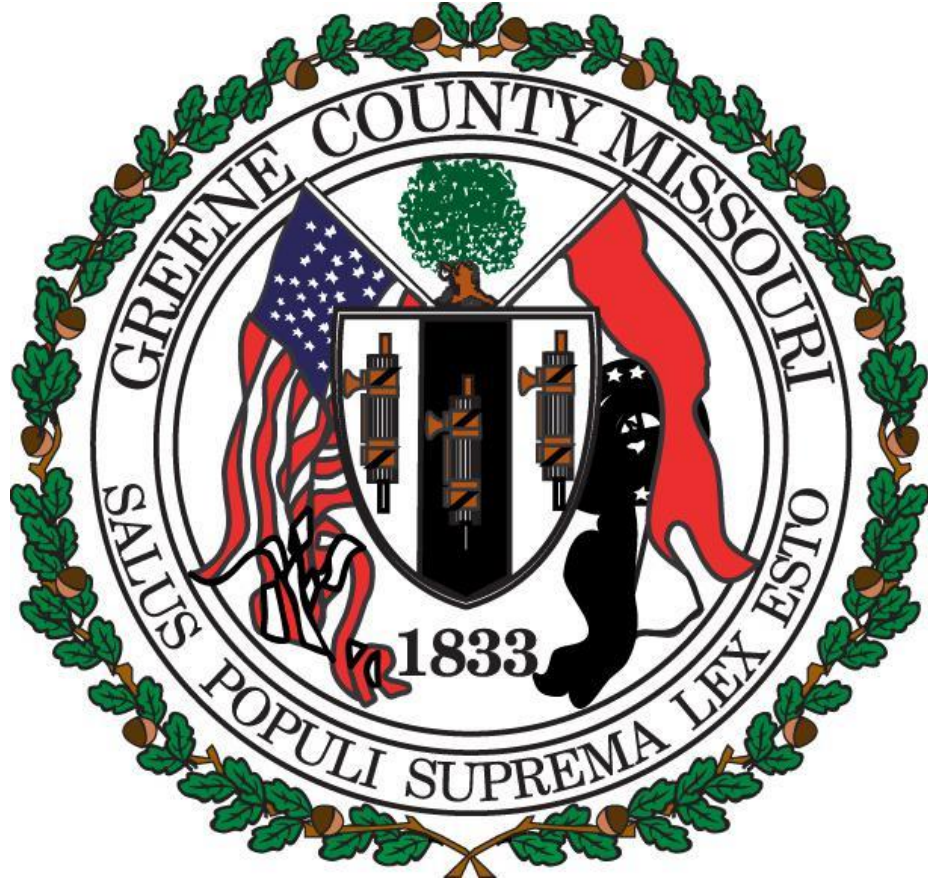


That's Line of Sight.

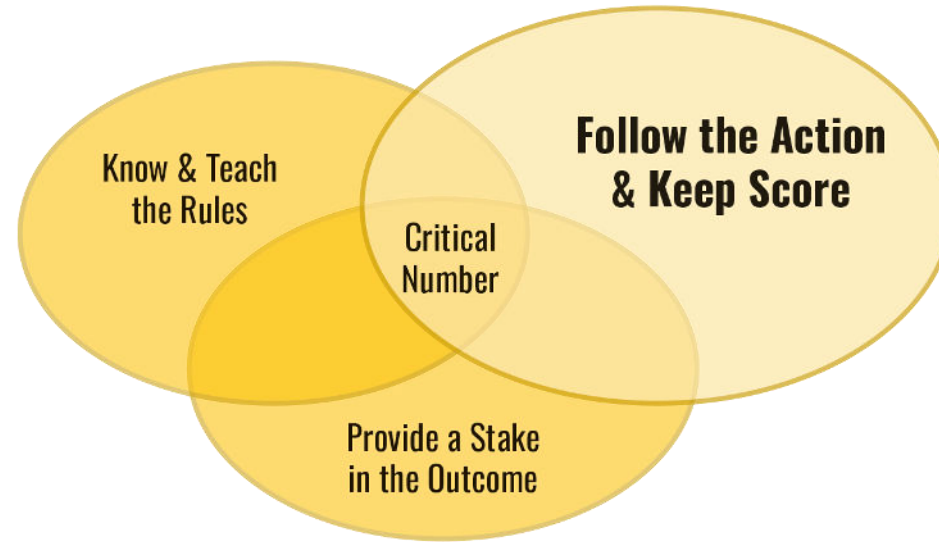
Know & Teach The Rules



Financial Transparency & Education
High Involvement Planning
The Critical Number



Follow the Action/Keep Score



Keep Score - Scoreboards
Follow the Action - Huddles
Forward Forecasting

1-800-GOT-JUNK?

THE WORLD'S LARGEST JUNK REMOVAL SERVICE



March 2019

	March 1 Forecast	March 2 Forecast	March 3 Forecast	March 4 Forecast	March 5 Forecast	March 6 Forecast
Revenue	179,174	182,574	182,574	182,574	182,574	182,574
Cost of Sales	100,000	100,000	100,000	100,000	100,000	100,000
Gross Profit	79,174	82,574	82,574	82,574	82,574	82,574
Operating Expenses	10,000	10,000	10,000	10,000	10,000	10,000
Operating Income	69,174	72,574	72,574	72,574	72,574	72,574
Net Income	69,174	72,574	72,574	72,574	72,574	72,574
EPS	1.38	1.45	1.45	1.45	1.45	1.45

Month End Forecasting
Reporting: Silvacom Ltd. - All Business Units

March 2019

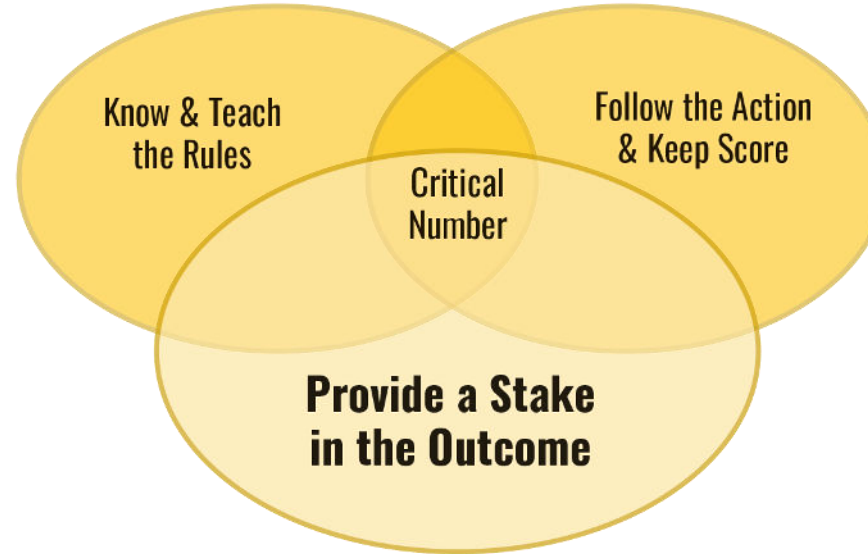
	March 1 Forecast	March 2 Forecast	March 3 Forecast	March 4 Forecast	March 5 Forecast	March 6 Forecast
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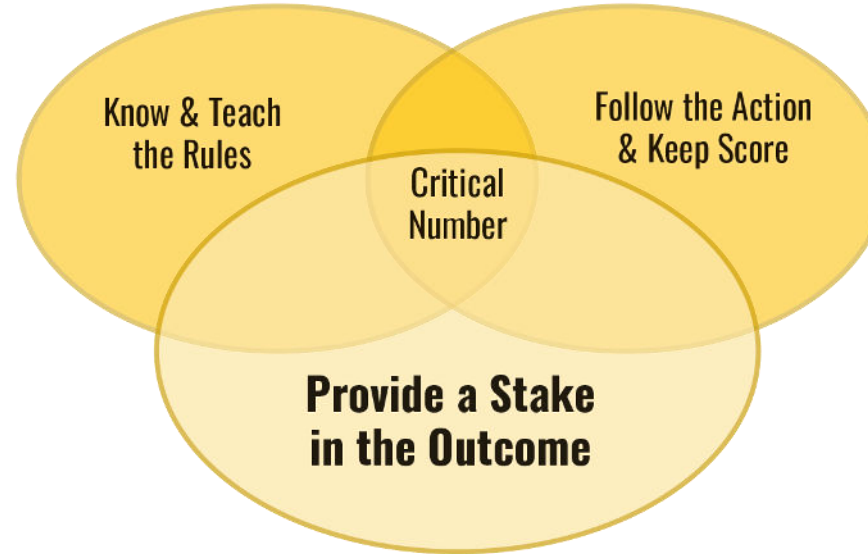
Huddle: Regen Technologies

Provide a Stake in the Outcome



Rewards & Recognition
Quarterly MiniGames
Ownership

Provide a Stake in the Outcome



Short Term

Mid Term

Long Term



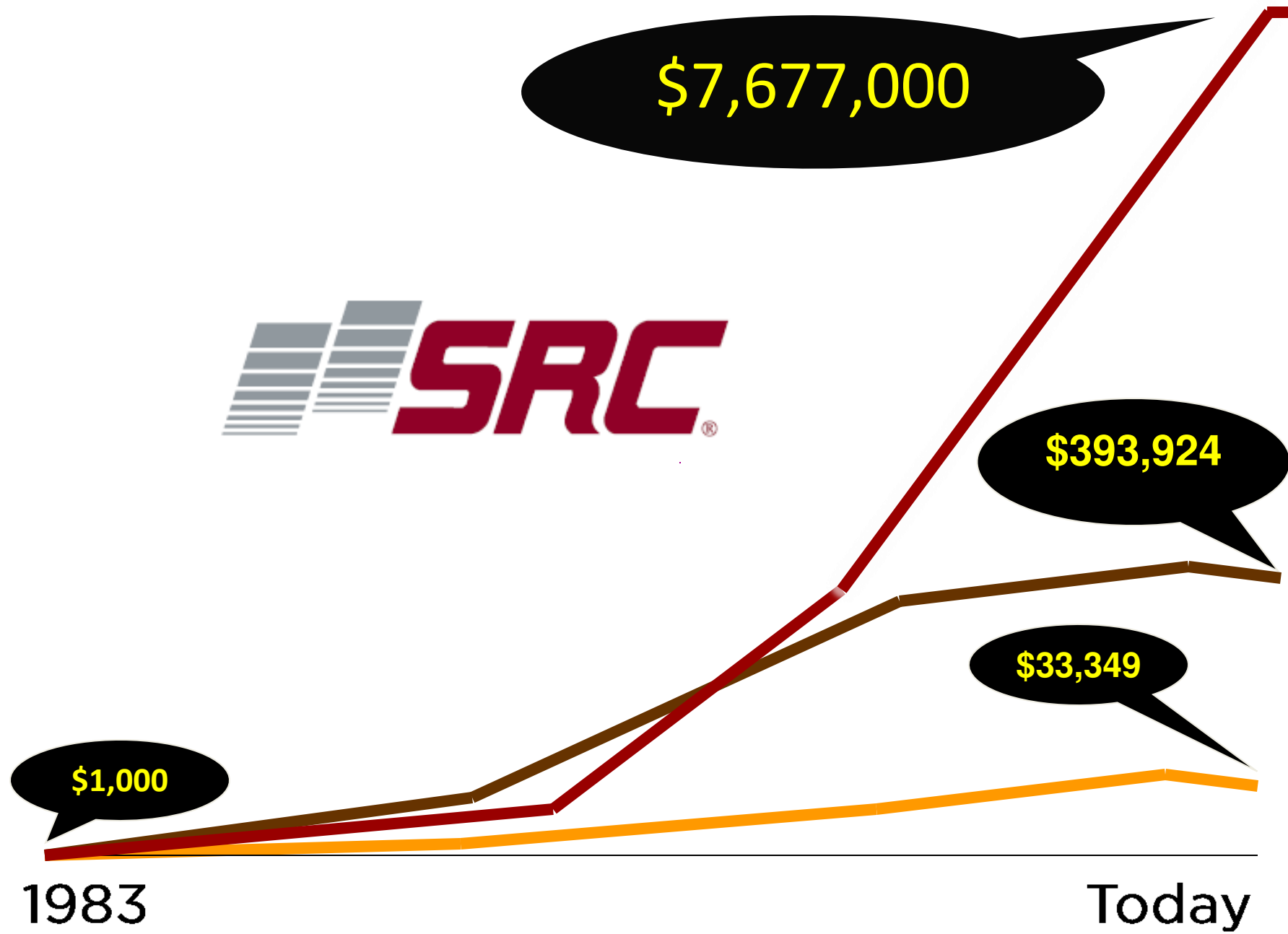
Team-Based Self-Funding Gain-Share

Put the Rewards Close
To the Behavior
that Earned the Reward



“The #1 Contributor
to Happiness is
Autonomy .”

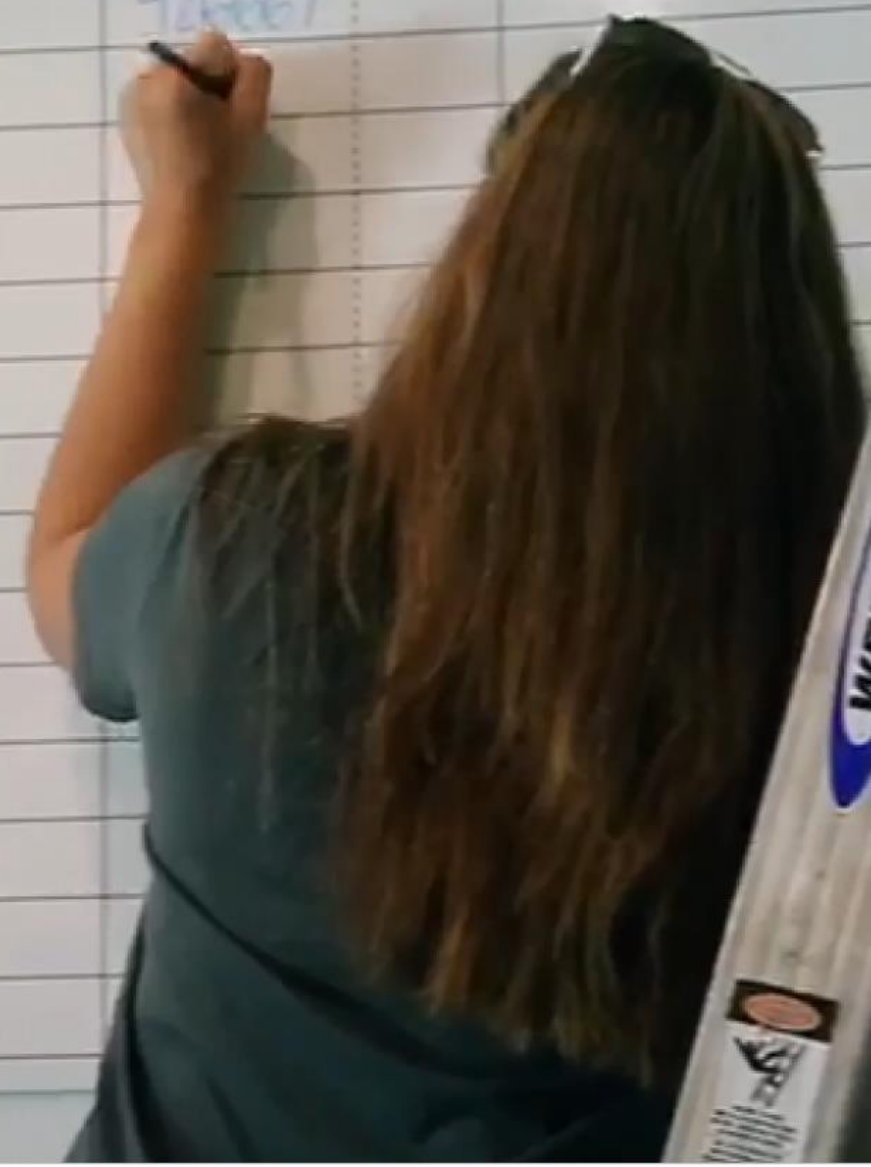
- Angus Campbell
Journal of Personal and Social Psychology



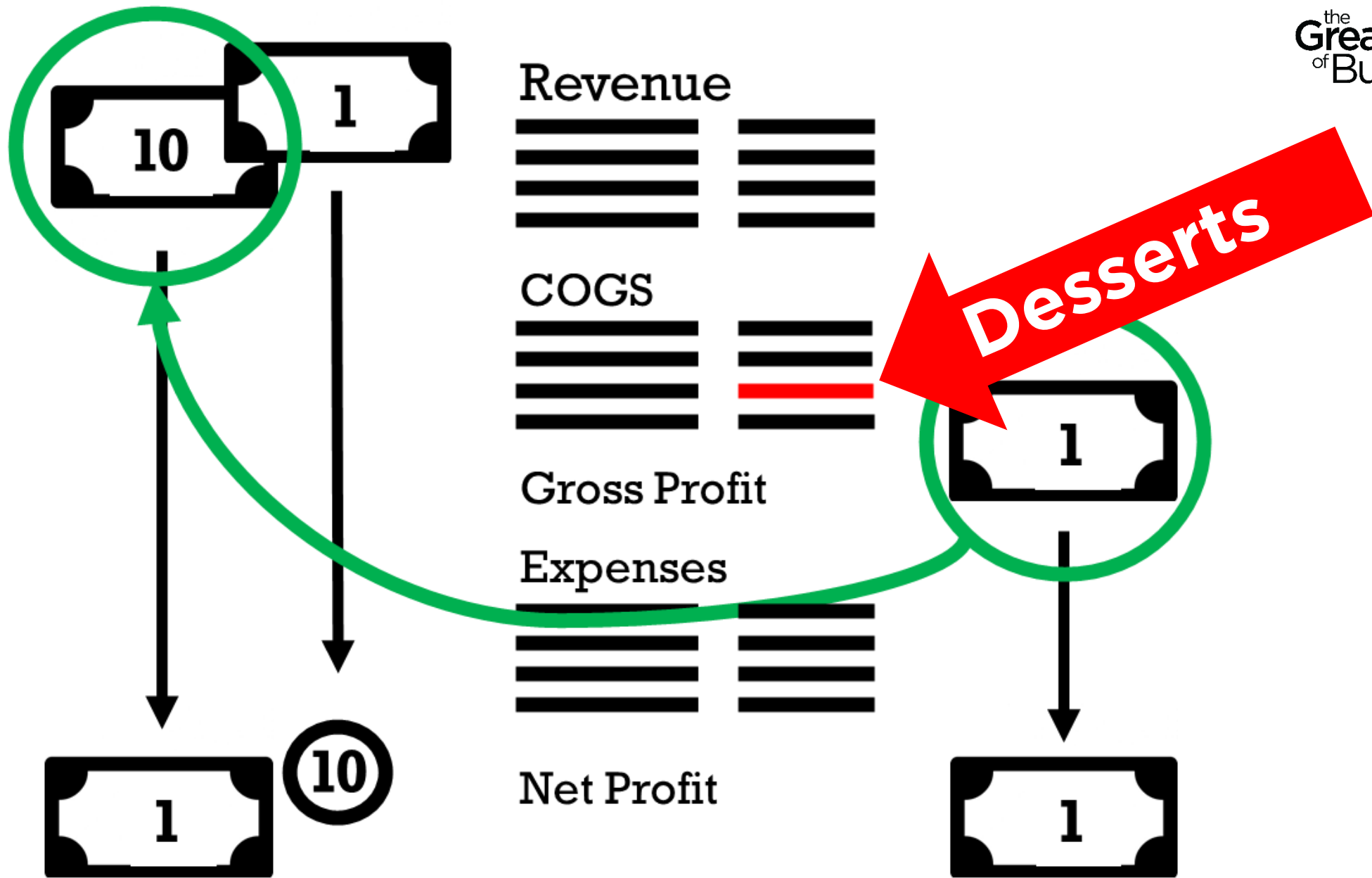




Food & Bev Costs	Audrey	4139	911
Truck Meals	Collin	9813	231
Promos & Other Costs	Audrey	426661	
Net Sales			
Meat Cost	David		
Pork Cost	Lee		
Poultry Cost	Audrey		
Seafood Cost	Audrey		
Dairy Cost	Matt		
Produce Cost	Brandon		
Grocery Cost	David		
Bread Cost	Matt		
Condiment Cost	Collin		
Dessert Cost	Jason		
Dessert Take Cost	Jason		
N/A Bev Cost	Collin		
N/A Bev Take Cost	Collin		



People Support What
They Help Create





People Support What
They Help Create

Create an Early Win With MiniGames™: Design

1 Set the Objective: The targeted problem or opportunity.

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

3 Estimate the Benefit: The potential impact/return.

4 Identify the Players: Who can impact the game?

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

6 Create a Theme: Be creative!



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?

7. Build a Scoreboard, and Establish a Huddle Rhythm

Simple and easy to understand, reviewed often.

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?



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Create an Early Win With MiniGames™: Design

- 1 **Set the Objective:** The targeted problem or opportunity.

Reduce 'Shrink' in Desserts

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

From 75% Yield to 95%

- 3 **Estimate the Benefit:** The potential impact/return.

\$100/week + New Process

- 4 **Identify the Players:** Who can impact the game?

Expo's + Back of House

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

90 Days

- 6 **Create a Theme:** Be creative!

We Wanna Piece of the Pie!



TIPS

Develop a Creative Theme and Title.

Use memorable prizes.

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

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7. **Build a Scoreboard,**
Simple and easy to under



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

@30: T-Shirt to Wear on Thursdays

@60: Slice of Pie & Scoop of Ice Cream

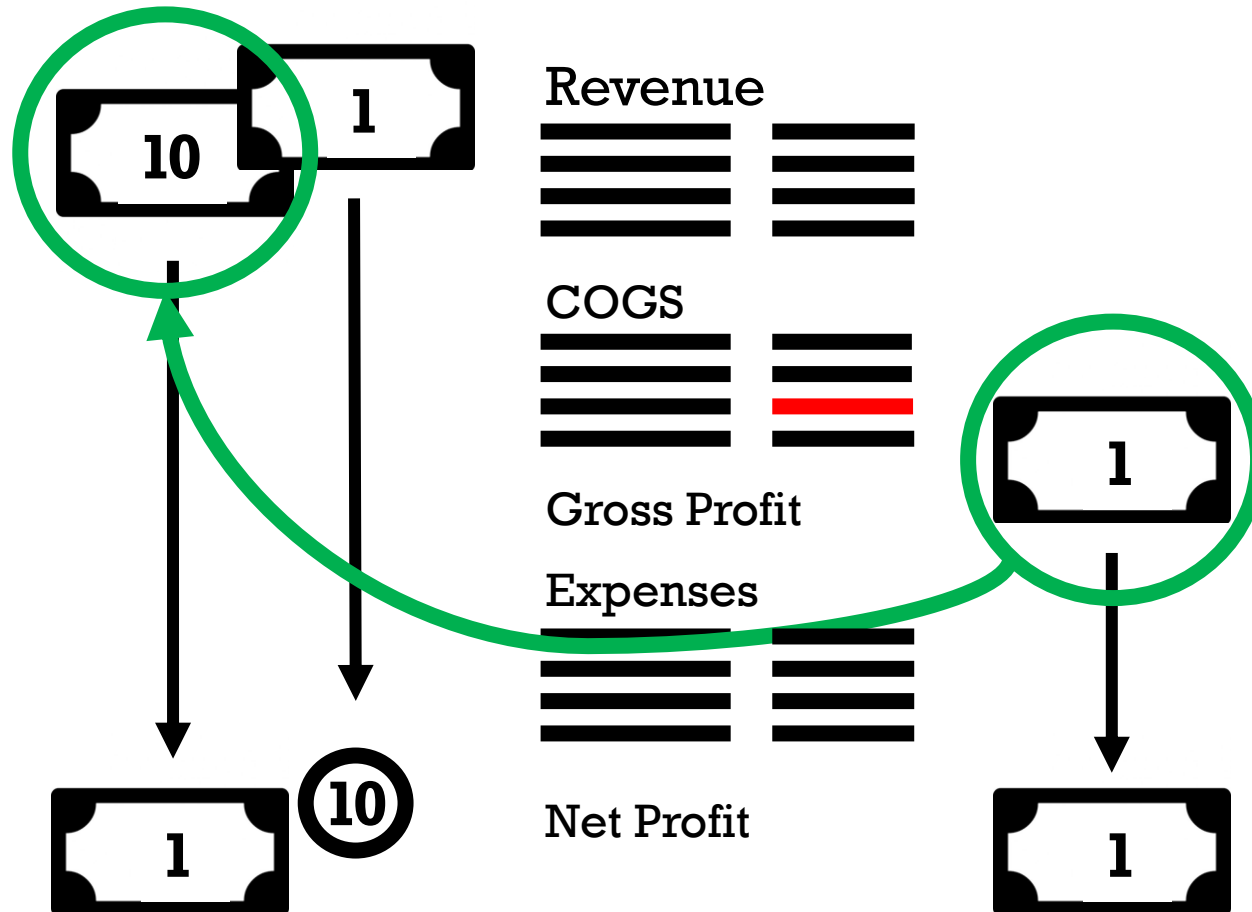
@90: Take-Home Pie for Family & Friends

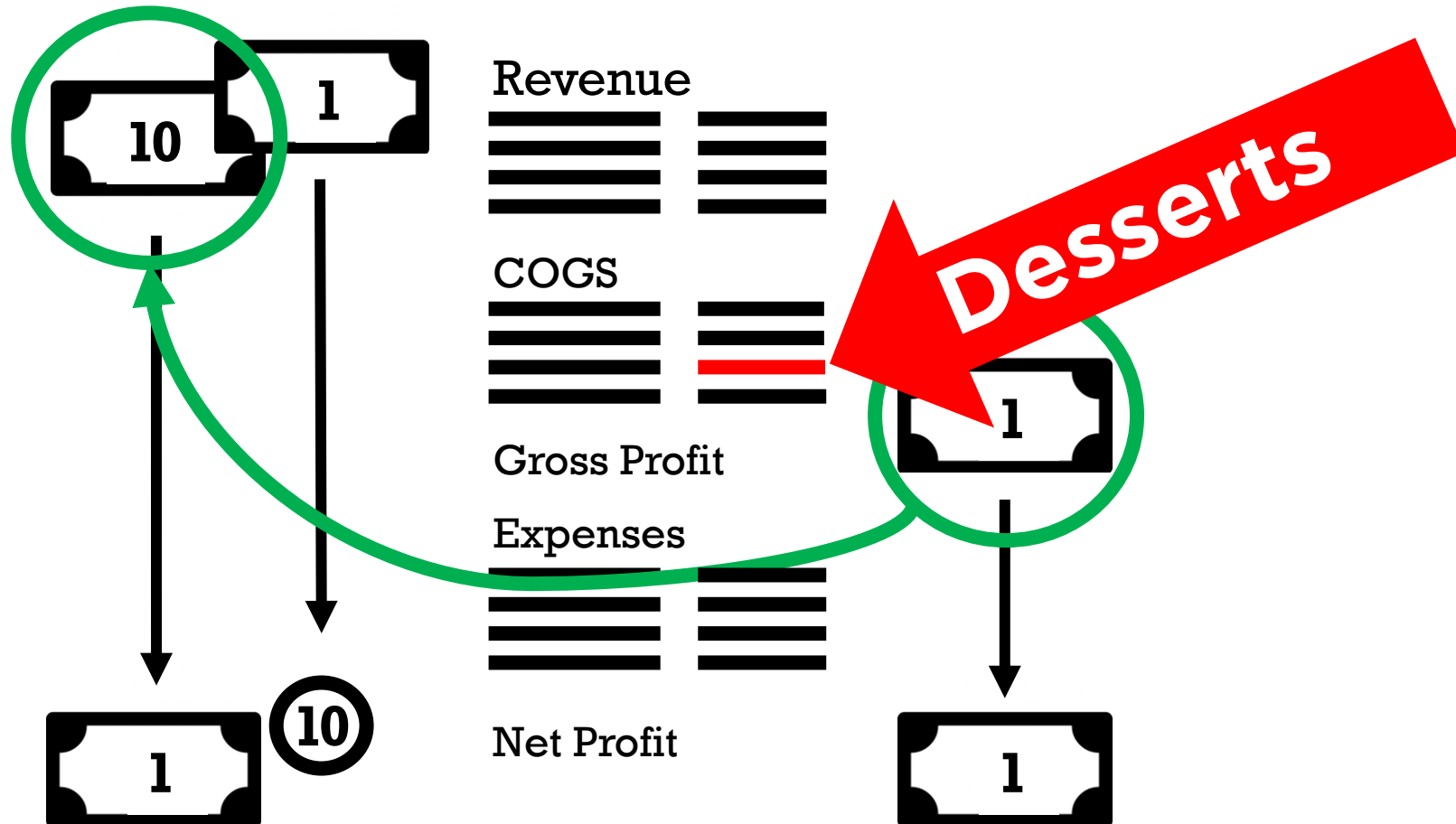
- 9 **Play the Game:** Plan promotions and appoint a score keeper.

Constant Coaching, Education & Encouragement

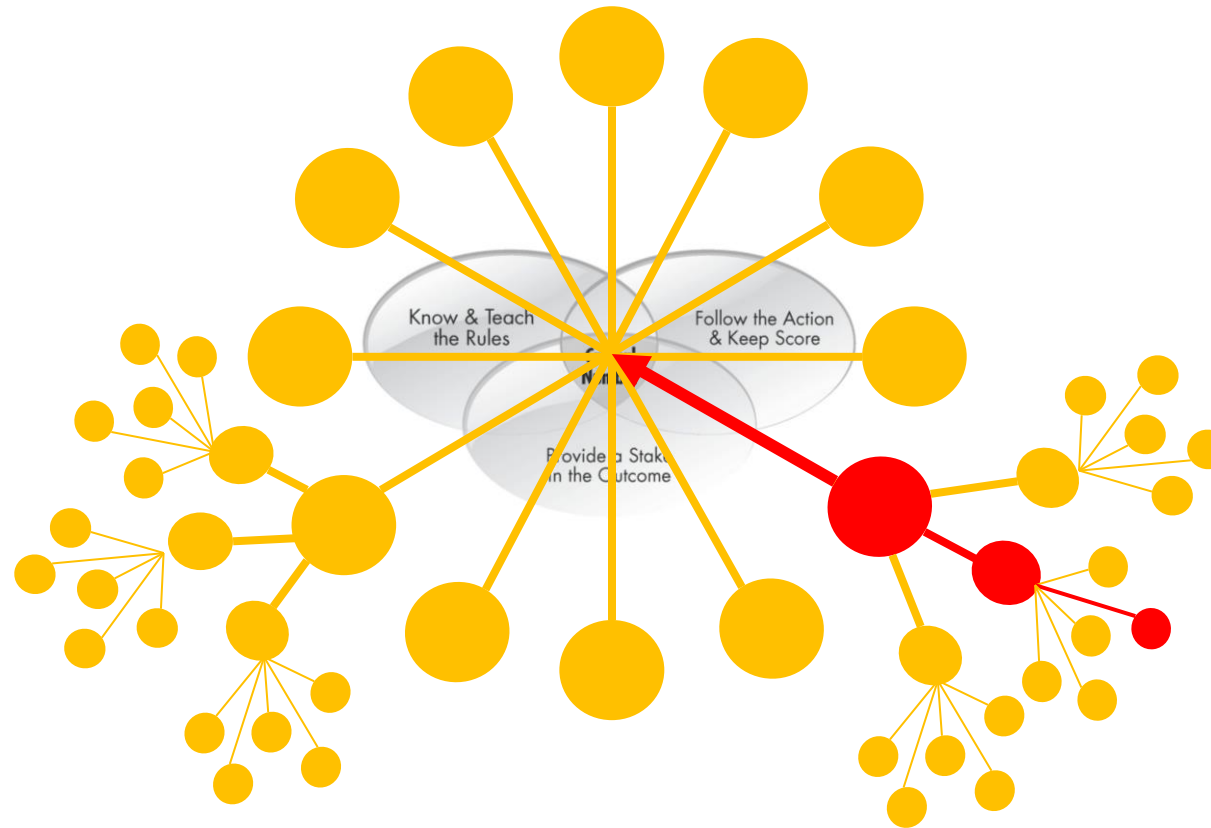
- 10 **Celebrate the Win:** How and when will the win be celebrated?

Shift Parties & Take-Home Pies





That's Line Item Ownership.



That's Line of Sight.

The Pie

Worth ~~336~~ 364 Grand

The Results:

$\$100/\text{week} \times 52 \text{ weeks} \times 7 \text{ stores} = \$36,400$

The Impact:

$\$36,400 \times 10 = \$364,000$ in Revenue Offset





**NPS
SCORE**



Can **Your** People Do This?



Pretty Easy to Stop One Guy...
Pretty Hard to Stop A Hundred.



The
Perfect is
the
Enemy of
the Good.

--- *Voltaire* ---



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How Great Companies Create
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