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Social Gamification: Case 5

Compliance Games
Keeping your team and company skills up-to-date and competitive

Just in time compliance training is a necessary and growing part of your business. Policy, quality training, safety, budgetary regulations and more take the highest priority as teams are brought up to speed. Whether the training is run off-site or at work, compliance training can be expensive and takes time away from employees' other duties.

How it works

Compliance games for large companies and institutions first identifies competency and knowledge gaps, and then responds to individual participants with the training they need. This takes place at the workplace or on a mobile device, at any time. Company time is saved as the individual employee builds upon the knowledge they have already acquired. Decision makers have immediate access to informational charts showing if the training program has reached its goal. Compliance games scale up team skills in a variety business sectors - from science, education, technology companies until governmental organisations, compliance games are better for everyone.

What customers say

The Student Counselling Department at the **University of Applied Sciences / Cologne** has established a new counselling service quality guideline. A compliance game has been developed by the staff to follow the new guidelines and to monitor counselling service quality. Compliance games are played once per week, 10 minutes before a team meeting.

» We have **reduced the on boarding time** for new staff by more than 30%.
   We save months on coaching time for a new trainee.
» Our senior staff contributed to the compliance game development before
   retirement. They quickly managed a **true knowledge transfer** within our
   organisation.
» Within 2 months of game deployment the counselling team has performed
   to a measurable **higher counselling service quality** in favour of
   our young students.

How we did it

» **Compliance game development:** Performance of a full day workshop to facilitate experience sharing and to capture (tacit) knowledge of experienced staff; the staff developed more than 150 game items by themselves
» **Game infrastructure management:** Provision of ready made game templates and technology as a managed solution
» **Compliance progress reporting:** counselling quality reports and skill progress reports based on psychometric analysis, automated item evaluation