



The Learning Playground:
Playing the Change game





Microsoft PowerPoint 2003 interface showing a grid of 42 slides. The slides contain various content including:

- Text-based slides with bullet points and headings.
- Diagrammatic slides showing hierarchical structures and flowcharts.
- Table-based slides with data columns and rows.
- Image-based slides showing technical drawings of mechanical parts.
- Software interface screenshots.
- Slides with the word "Demonstration" and sub-headings.
- Slides with the word "REQUIREMENTS" and sub-headings.
- Slides with the word "CONCLUSION" and sub-headings.

The interface includes a menu bar (File, Edit, View, Insert, Format, Tools, Window, Help), a toolbar, and a status bar at the bottom.





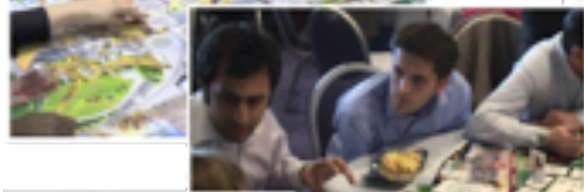


What we do...

- ✓ Bring people together
- ✓ Change the way that people are engaged and learn
- ✓ Help clients to have the conversations they don't know how to have



*Facilitated explorations of information,
discussing questions and engaging in
learning activities*



*Bespoke visual
metaphorically
representing major
business issues*

*Cards, exercises and discussion
tools are used to promote
involvement and learning*



Bespoke learning games played between teams of colleagues with a trained facilitator.



Provides a high energy, fun and competitive mechanic to deliver core narrative.



A wide range of applications from values, health and safety, operational processes, customer services etc.

Core components

- ✓ Visualisation
- ✓ Dialogue
- ✓ Interactivity



Why visualise?



almost

50%

of your brain
is involved in

**visual
processing**



70%

of all your

**sensory
receptors**

are in your eyes



we can get
the sense of a

**visual
scene**

in less than
1/10 of a second

Dialogue



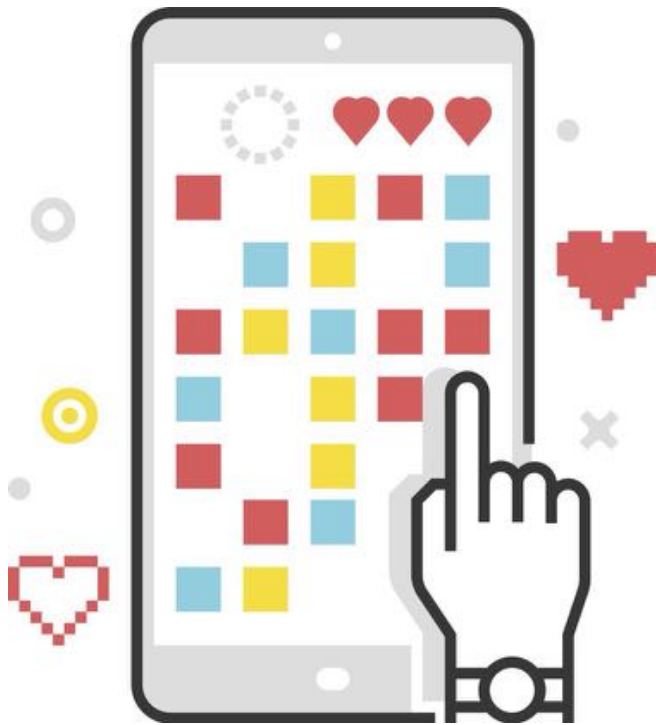
Interactivity

**% Knowledge
Retention and
Understanding**



...activity based learning
...interactive / discussion led
...visual and audio stimulus
...what I see
...what I hear
...what I read

Gamification – is not...



FRIENDS LEADERBOARD
Based on Total Steps for the Past 7 Days

32		Barber	58,358
33		Elaine H.	57,976
34		Ken R.	57,953
35		YOU!	57,489
36		Tim .	57,410
37		The B.	57,311
38		Scott R.	57,042
39		Leslie M.	57,012

[SEE THE FULL LEADERBOARD](#)



Gamification is...

The integration of the **mechanics that make games fun and absorbing** into non-game environments and experiences in order to improve **engagement and participation**



Game Components



Learning Objectives: A clear understanding of what you want those who play the game to “think, feel and do” differently as a result of playing it.



Mechanics: The overall idea behind the game, the structure and game objective. Getting the game mechanics to link to the learning objectives is a key element of designing a learning game.



Rules: Explicit rules that are read/explained at the beginning of the game but also to include implicit rules that players discover for themselves as they play. This supports the “discovery” element key of learning games.



Game Elements: The features that keep players engaged and underpin the game mechanics and enhance the game-play and learning.

Game Elements



Co-operation or
Competition



Strategy or
Chance



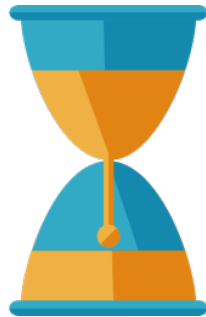
Aesthetics and
Theme



Story



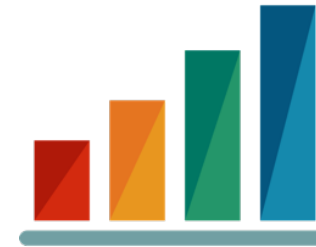
Resources



Time



Rewards



Levels



Scoring

The Change Game



The Change Game

- Generic game
- Familiarise employees with change and the challenges it brings
- Connect people to an organisation's change narrative
- Exploring the mindsets required to build employees' change resilience
- 4 -10 players
- Approx. 90 mins



5Cs Stage

Considerations

Context

why the need for the change?

- What is the nature of the change?
- Why is the change needed?
- What is the risk of not changing?

Commitment

to make the change happen

- What's in it for me (WIIFM)?
- A personal choice
- A decision to engage and participate

Capability

knowing how to change

- Understanding how to change
- Training on new processes and tools
- Learning new skills

Capacity

*to implement new skills
and behaviours*

- The demonstrated capacity to implement the change
- Achievement of the desired change in performance or behaviour

Consolidation

*to retain the change once it
is made*

- Actions that increase the likelihood that a change will be continued
- Recognition and rewards that sustain the change

The Change Game

READ ME FIRST The Change Game

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Playing "The Change Game"

(Read this out to the whole group):

Welcome to "The Change Game". We're going to spend about 90 minutes playing the game and exploring the issues that organisational change can present to us as employees. At the same time, we will have some fun and friendly competition.

Before we start, we need one person in the group to volunteer to act as facilitator. Once someone has volunteered to be facilitator, they need to find the "Facilitator Guide" booklet in the game box and read the first page quietly to themselves.

Meanwhile, the rest of the group should divide into two equally sized teams up to a maximum of 5 people per team. Each team should get a copy of the "The Rules of the Change Game" and read them with their teammates to make sure everyone understands how to play "The Change Game"... it's not a hard game to play so reading these notes should not take too long.

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