



## John Blickensderfer

**Contestant** John Blickensderfer, john-b@guyengr.com, 9184370282 ext 101

**Name of the Game** Take Me Out to the Ballgame

**Theme** Baseball theme with each week equating to an inning

**Objective** The game helped develop an awareness of billable hours, with employees tracking their number of billable hours each week and striving to increase from their baseline number (whether by working an extra hour or replacing an hour of overhead/red time with a billable hour. The ultimate goal was to increase revenue by increasing billable hours, and thus improving our critical number.

**Improvement Goals** Exceed our company-wide baseline goal of 825 billable hours per week

Track and become more aware of billable hours each week

Look for ways to increase billable hours by working more efficiently and delegating tasks such as binding or printing documents to the admin group, who are rarely billable

**Duration** 04/30/2018 - 06/29/2018

**Rules of the Game** All employees enter their time as usual in the time tracking system.

Every day, a member of the mini-game planning team sends out an email noting the billable hours so far for the week, and also updates posters hung around the office.



Every Tuesday, after time for the week had been verified and any corrections made, the planning team announced the final number of billable hours for the week and distributed the weekly prizes.

**Scoreboard Image(s)**

GUY ENGINEERING FIELD OF DREAMS										
	18	I. M. OWNER							.825	
TEAM	1	2	3	4	5	6	7	8	9	FINAL
HOME										
GUEST										



**GUY ENGINEERING FIELD OF DREAMS!**

8th Inning Stats	Cumulative Billable Hours	Goal per Inning (825)	Game Stats	
Mon	109.25	13%	1	871.25
Tue		0%	2	831.50
Wed		0%	3	937.75
Thu		0%	4	928.75
<del>Win 5 innings - baseball party -</del>			5	753.75
<b>WON!</b>			6	961.50
<del>Win 7 innings - add snow cone truck!</del>			7	947.25
<b>WON!</b>			8	955.50
<del>Win all 9 innings - dunk Aaron!</del>			9	817.75
<b>Average 850 - GUY baseball jersey!</b>			Avg:	889.44

**Prizes and Award Schedule**

Every week we exceeded 825 billable hours counted as winning an inning, and employees received a small baseball-themed prize such as a package of cracker jacks or an inflatable baseball bat.

Winning five innings earned a baseball-themed party with hot dogs and a wiffle ball game.

Winning seven innings added a visit from a sno-cone truck to the party.

Winning all nine innings added a dunk tank to the party, with one of the vice presidents volunteering to be in the tank.

Meeting our stretch goal of an average of 850 billable hours per week over the course of the game earned everyone a GUY baseball jersey.

**Non-Monetary Benefit to the Company**

The game energized everyone in the company! it was easy to understand and simple to implement. In addition, everyone was able to participate. Even people who aren't usually

billable were able to contribute, as the billable folks realized they could ask for help with tasks such as binding and printing.

The game also increased camaraderie and friendships of our work team, as everyone worked together to reach the billable hours goal. We all thoroughly enjoyed the weekly prizes and the baseball party, and the dunk tank was a VERY popular motivator. Although we lost the last inning by just a few hours and did not win the dunk tank, it will definitely appear again as a prize in a future mini-game. And instead of being discouraged about losing that final inning, employees took the initiative to bring water guns and water balloons to the party and stage an epic company-wide water fight.

Explanation of financial benefits -- billable hours increased by 7.73%, which led to a 10% increase in revenue over the first quarter, or \$109,247. In addition, our a revenue labor ratio (our critical number) increased from 1.65 in the first quarter to 1.79 in the second quarter. This upswing has continued into the third quarter.

**Financial Benefit to the Company** USD 109,247.00

**Prizes, Rewards and Celebration Investment** USD 1,032.00

**Celebration Image(s)**



















