


Teams Engagement using Gamification (workshop)

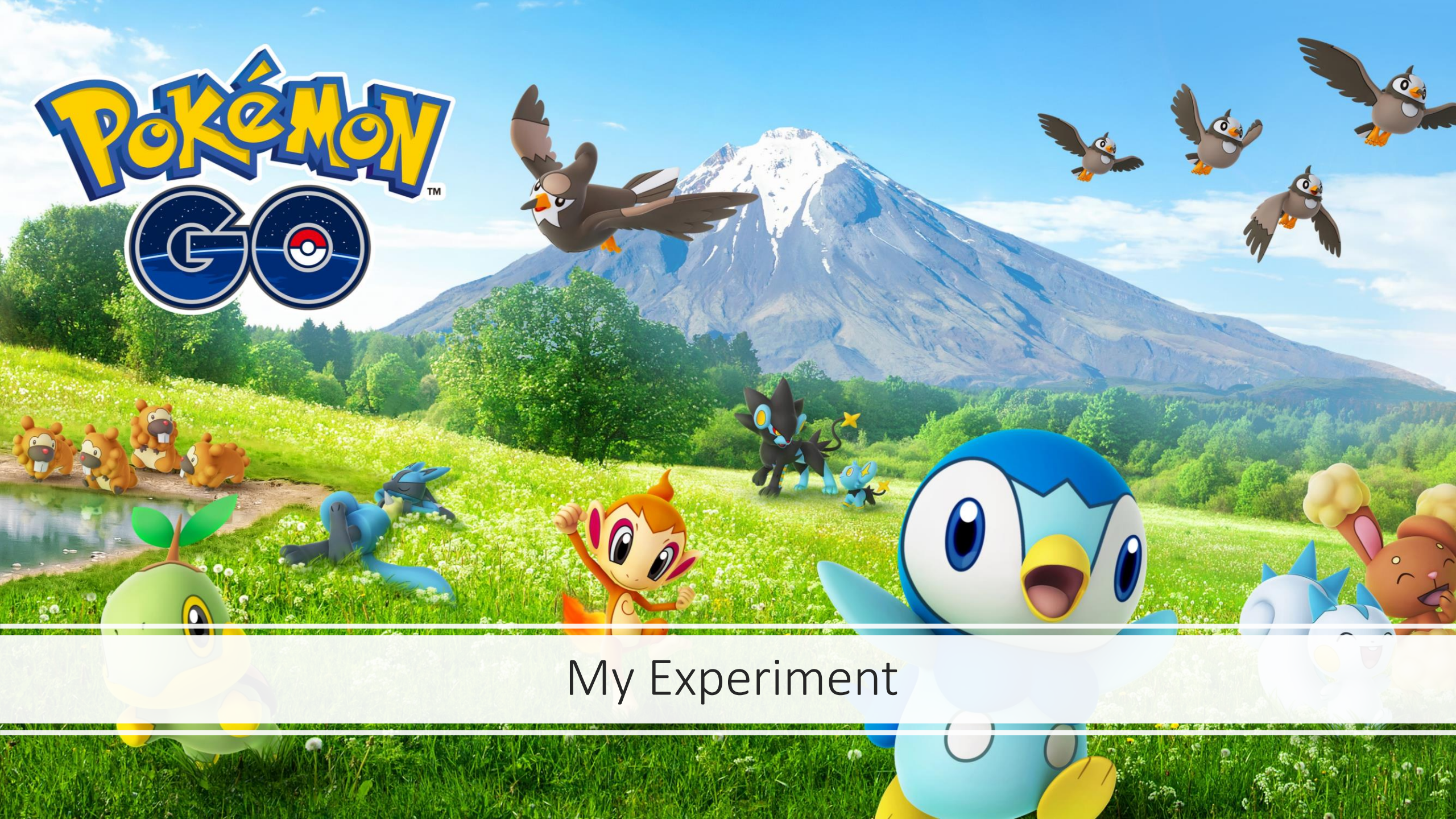
Erez Morabia

Avaya





“Gamification is about taking something that is not a game and applying game mechanics to increase user engagement, happiness and loyalty!”



My Experiment



My Experiment





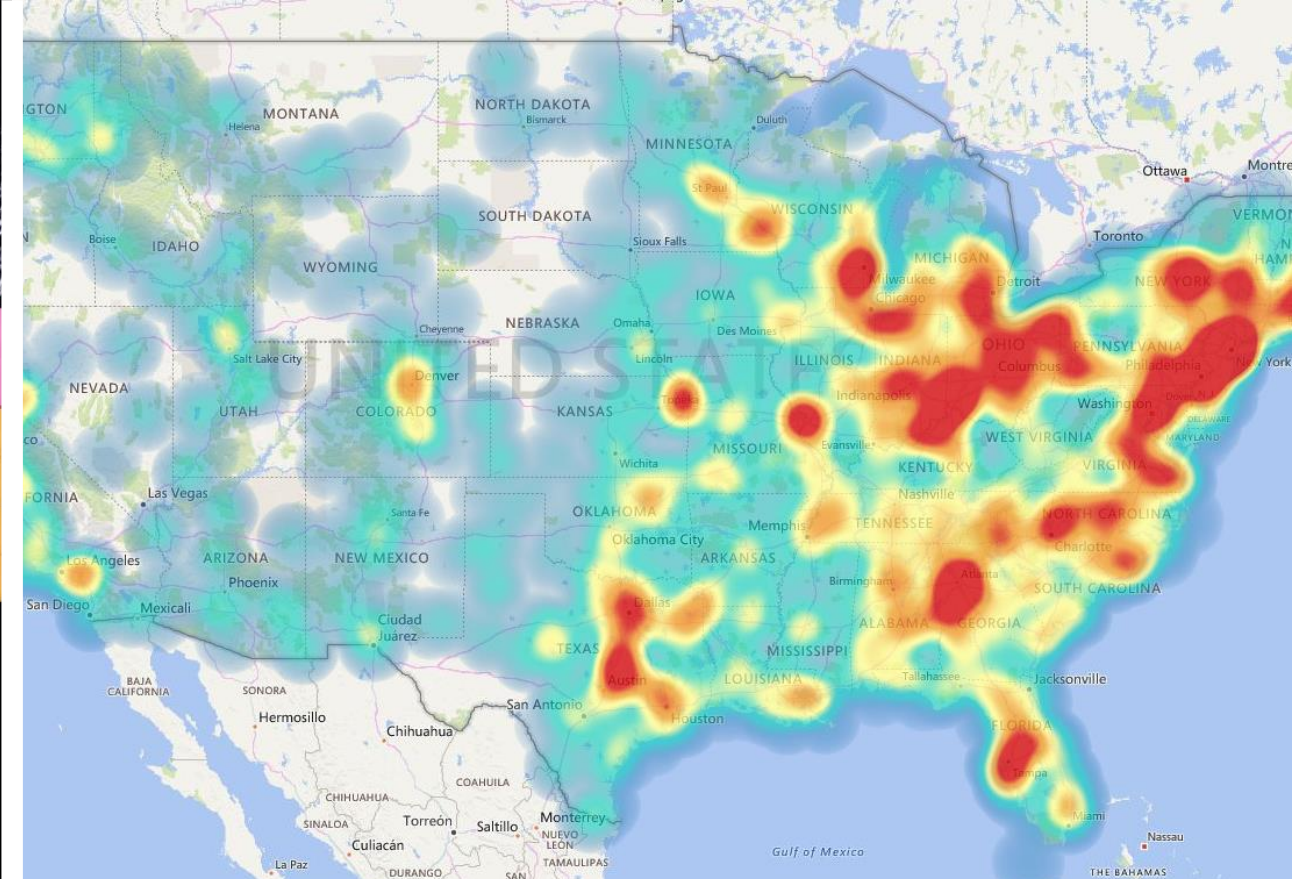
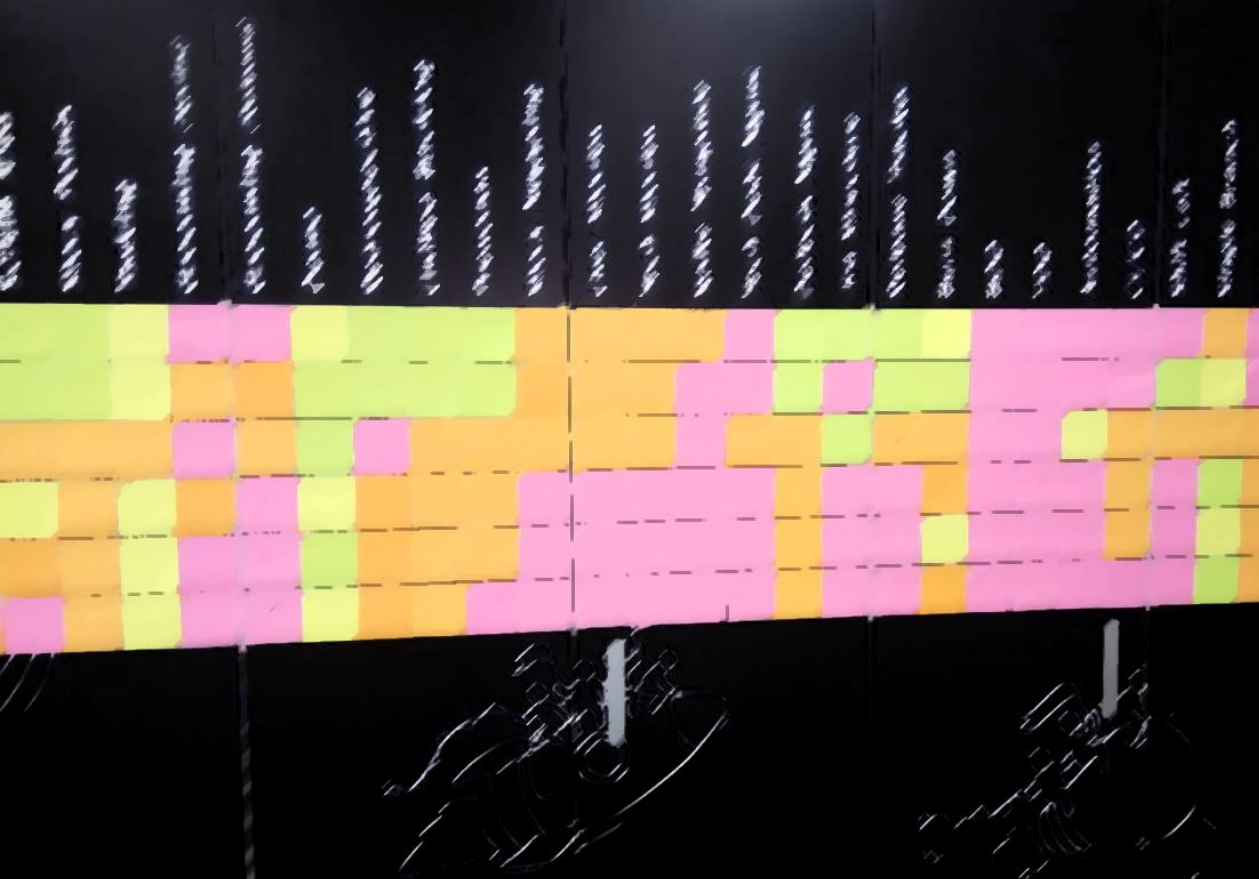
Avaya's Gamification

A man in a blue shirt is standing to the right of a whiteboard, writing the text on it with a red marker. The whiteboard is hanging from two clips at the top.

WHAT PROBLEM ARE
WE TRYING TO SOLVE?


***Engaging the teams & leadership with
our AIMTM framework***



Problem Statement |



Heatmap

Workshop (Overview)



	B1	B2			B5	B6		B8
	N1	N2	N3	N4	N5	N6	N7	N8
Scrum								
DevOps								
Quality								
XP								
 Scanned with CamScanner	S1	S2	S3	S4	S5	S6	S7	S8



Mission:

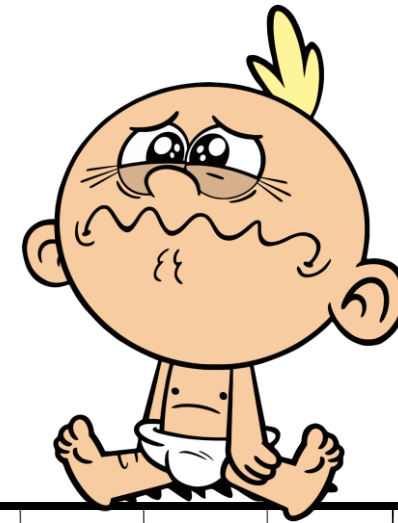
1. Place your name on the board
(Blue note, N1-N8)
2. Place 4 colored notes in your column

Workshop (Categories)



	B1	B2	B3	B4	B5	B6	B7	B8
N1								
Scrum								
DevOps								
Quality								
XP								
S1								
S2								
S3								
S4								
S5								
S6								
S7								
S8								

Workshop (Categories)



HEATMAP מרחק ההטעה Powered by Anya אני צלצלה	B1	B2	B3	B4	B5	B6	B7	B8
N1								
Scrum								
DevOps								
Quality								
XP								
CS Scanned with CamScanner	S1	S2	S3	S4	S5	S6	S7	S8






Mission:

1. Adjust your 'Scrum' category

Workshop (Categories)

	Green - Excellent
	Yellow - Great
	Orange - Nice
	Red - Poor

 מחקר התאמה Powered by Avinga אנדרסון	B1	B2	B3	B4	B5	B6	B7	B8
	N1		N3	N4	N5	N6	N7	N8
Scrum								

'Scrum' reference:

Red	: no SM and/or PO are defined
Orange	: Scrum calendar is defined
Yellow	: all ceremonies are done properly
Green	: SM & PO are empowered

Workshop (Points)

3	Green - Excellent
2	Yellow - Great
1	Orange - Nice
0	Red - Poor

Mission:

1. Put a note at the bottom (S1-S8)
2. Write your score

	B1	B2	B3	B4	B5	B6	B7	B8
N1			N3	N4	N5	N6	N7	N8
Scrum								
DevOps								
Quality								
XP								
CS Scanned with CamScanner	S1	5	S3	S4	S5	S6	S7	S8

Workshop (Points)

3	Green - Excellent
2	Yellow - Great
1	Orange - Nice
0	Red - Poor

Mission:

1. Put a note at the bottom (S1-S8)
2. Write your score

	B1	B2	B3	B4	B5	B6	B7	B8
N1			N3	N4	N5	N6	N7	N8
Scrum								
DevOps								
Quality								
XP								
CS Scanned with CamScanner	S1	5			S5	S6	S7	S8

Workshop (Points)

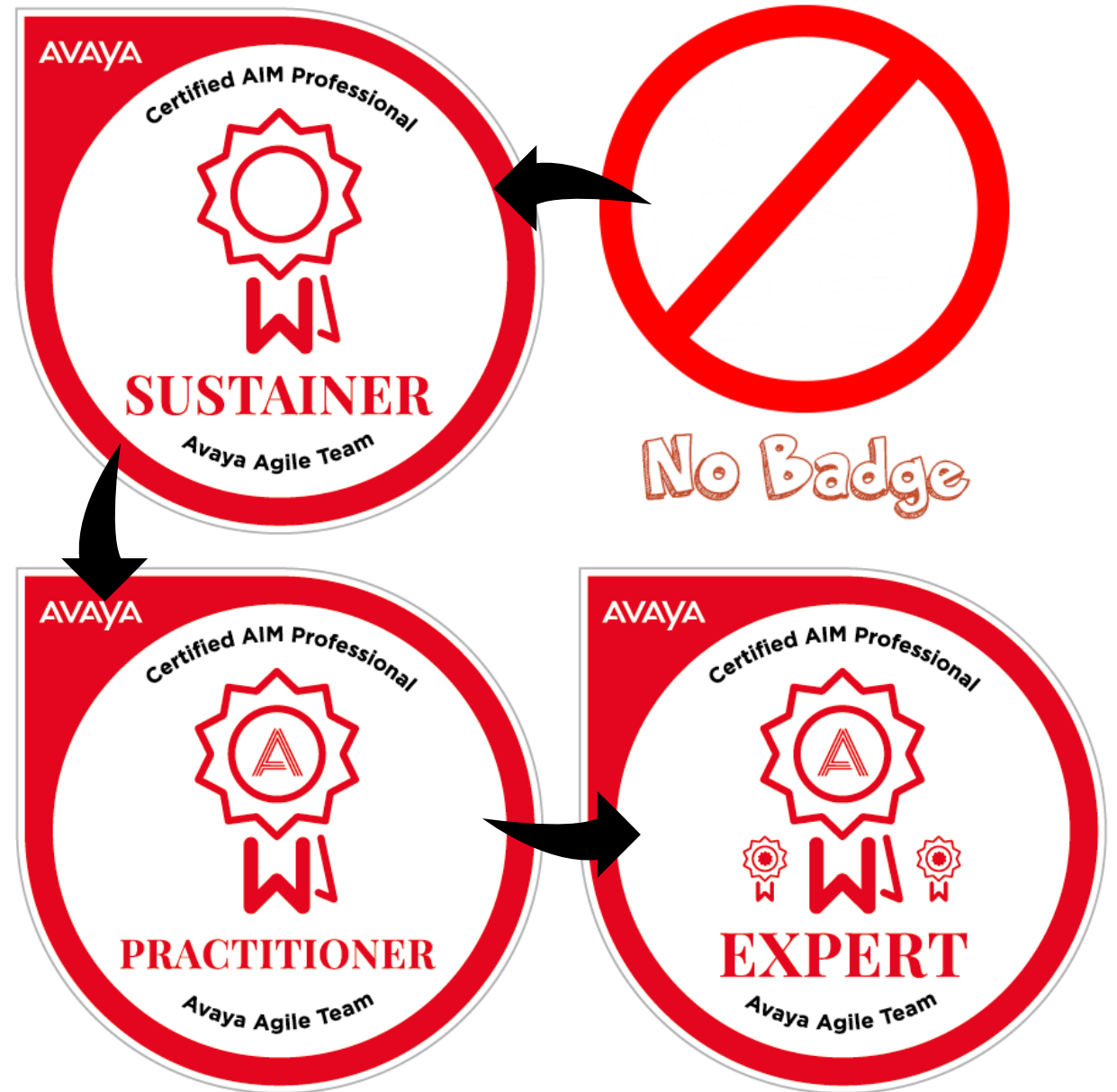
+100

Mission:

1. Add +100 Points to your score

HEATMAP מרחק ההטמעה Powered by Avinga אנדרסון	B1	B2	B3	B4	B5	B6	B7	B8
N1			N3	N4	N5	N6	N7	N8
Scrum								
DevOps								
Quality								
XP								
CS Scanned with CamScanner	S1	105	S3	S4	S5	S6	S7	S8

Badges

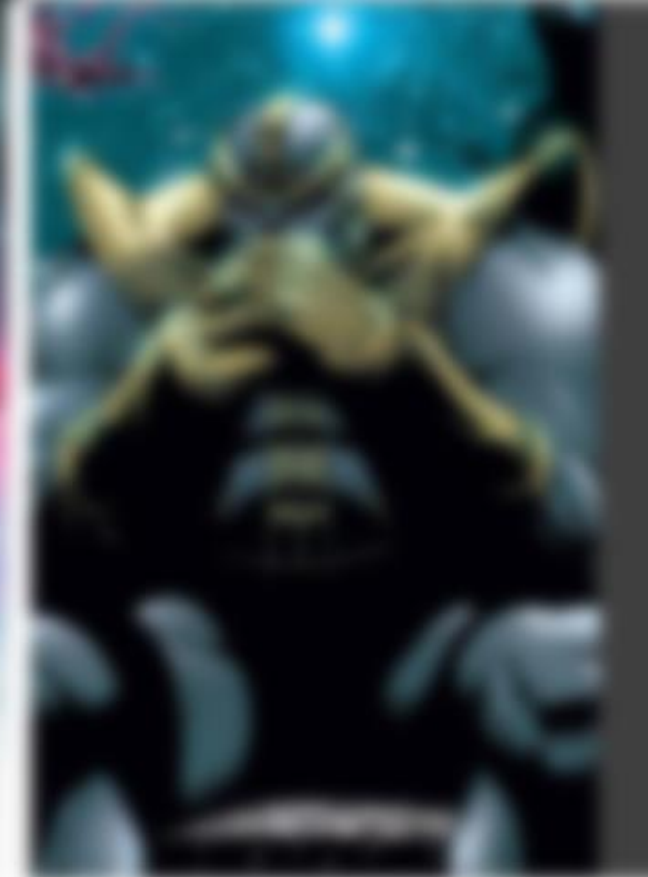
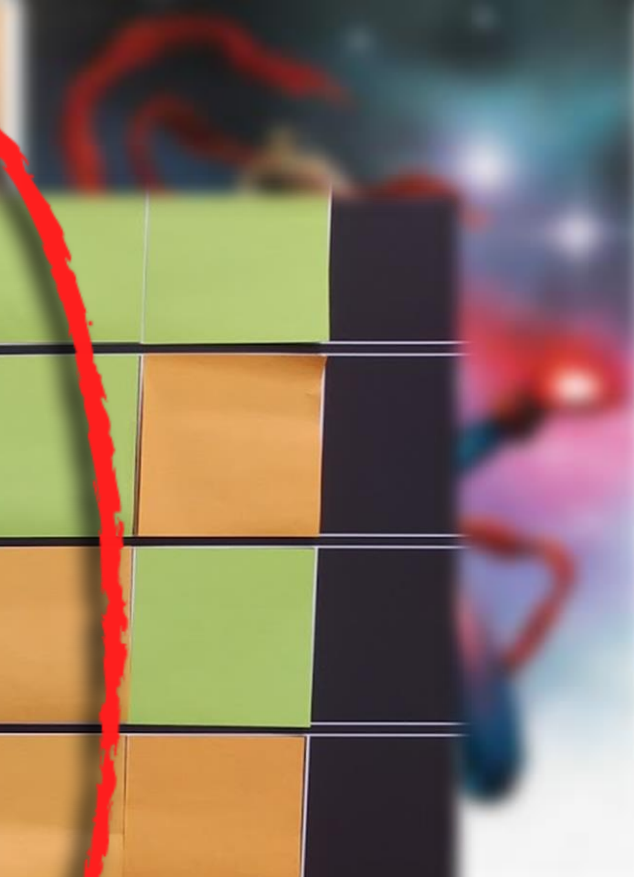
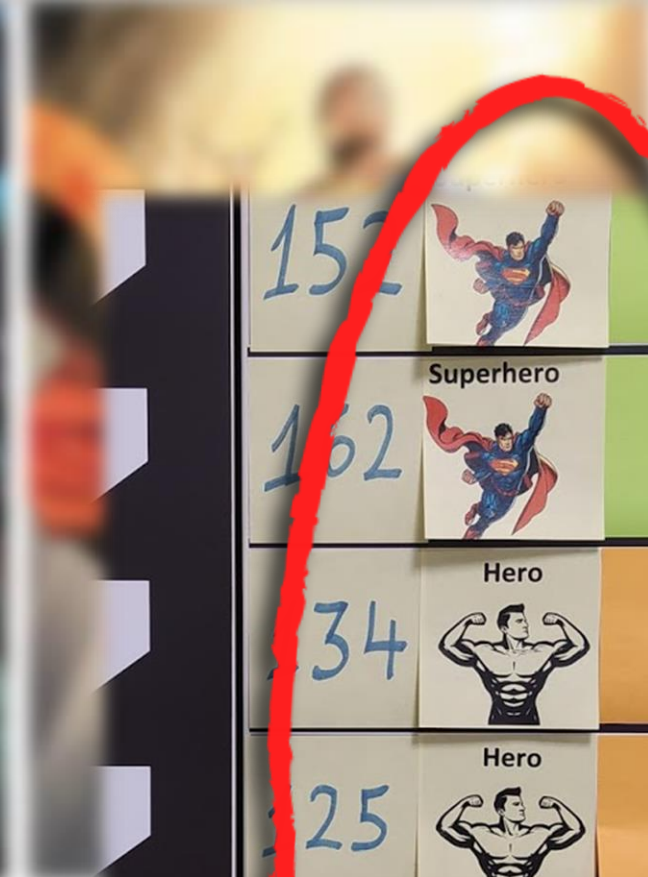








Badges





Hero / Superhero / Avenger / Cosmic



152				
162	Superhero			
172				
182	Hero			
192				
202	Hero			
212				
222	Hero			
232				
242	Hero			
252				

Hero / Super

Hero / Cosmic

Badges



10-12: Cosmic Hero



7-9: Avenger



4-6: Superhero



0-3: Hero

Mission:

1. Select your badge
2. Place the badge on the board (B1-B8)



	B1		B3	B4	B5	B6	B7	B8
	N1		N3	N4	N5	N6	N7	N8
Scrum								
DevOps								
Quality								
XP								
Scanned with CamScanner	S1	105	S3	S4	S5	S6	S7	S8

Rank	Team Name	Product	Component	Location	Current Score
1	Avengers			India	159
2	Strikers			India	159
3	WeView			Israel	157
4	ACM			India	154
5	Grasshopper			Russia	153
6	Customer Journey			Galway	153
7	V8			United States	150
8	DES			India	148
9	Puffin			Israel	147
10	Pole Dancers			Poland	146
11	Sherlocks			India	146
12	Pancakes			Argentina	144
13	Kraken			Canada	144
14	Rangers			Argentina	142
15	meofScrums			Galway	142
16	Vikings			Argentina	139



Leaderboard



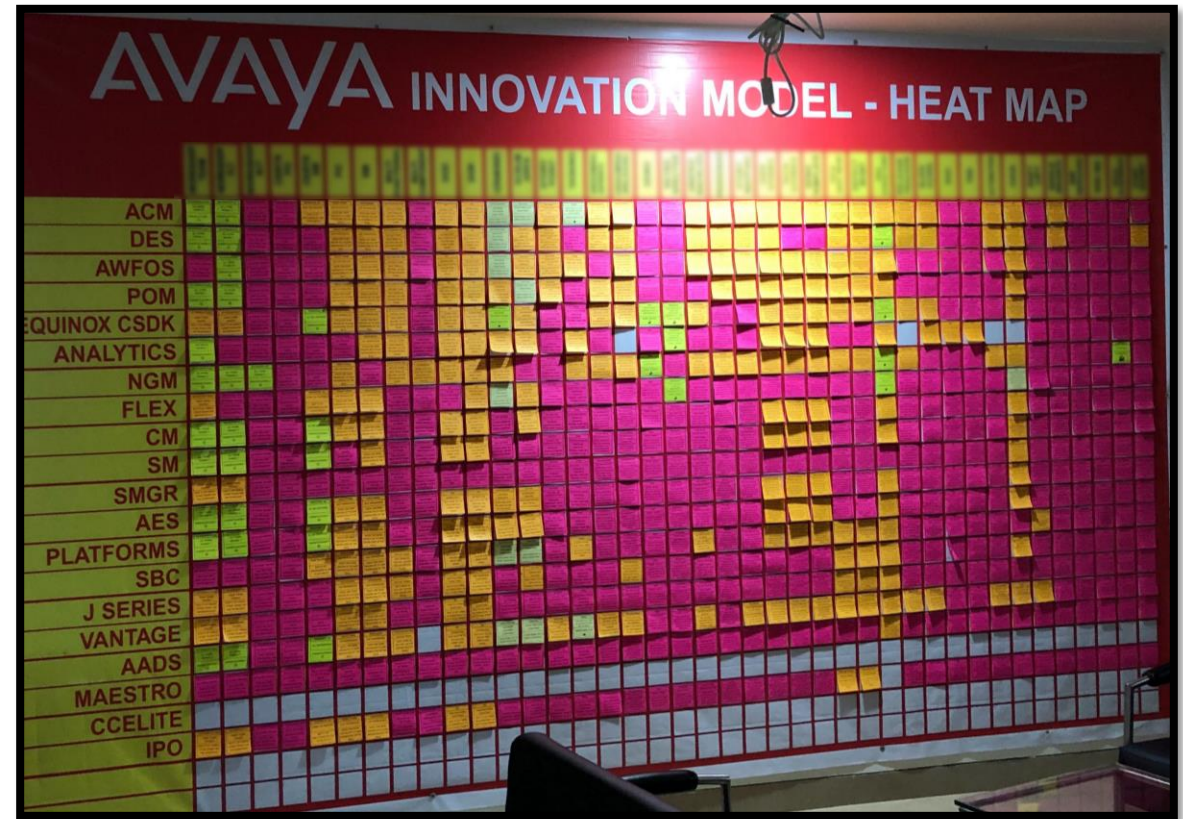
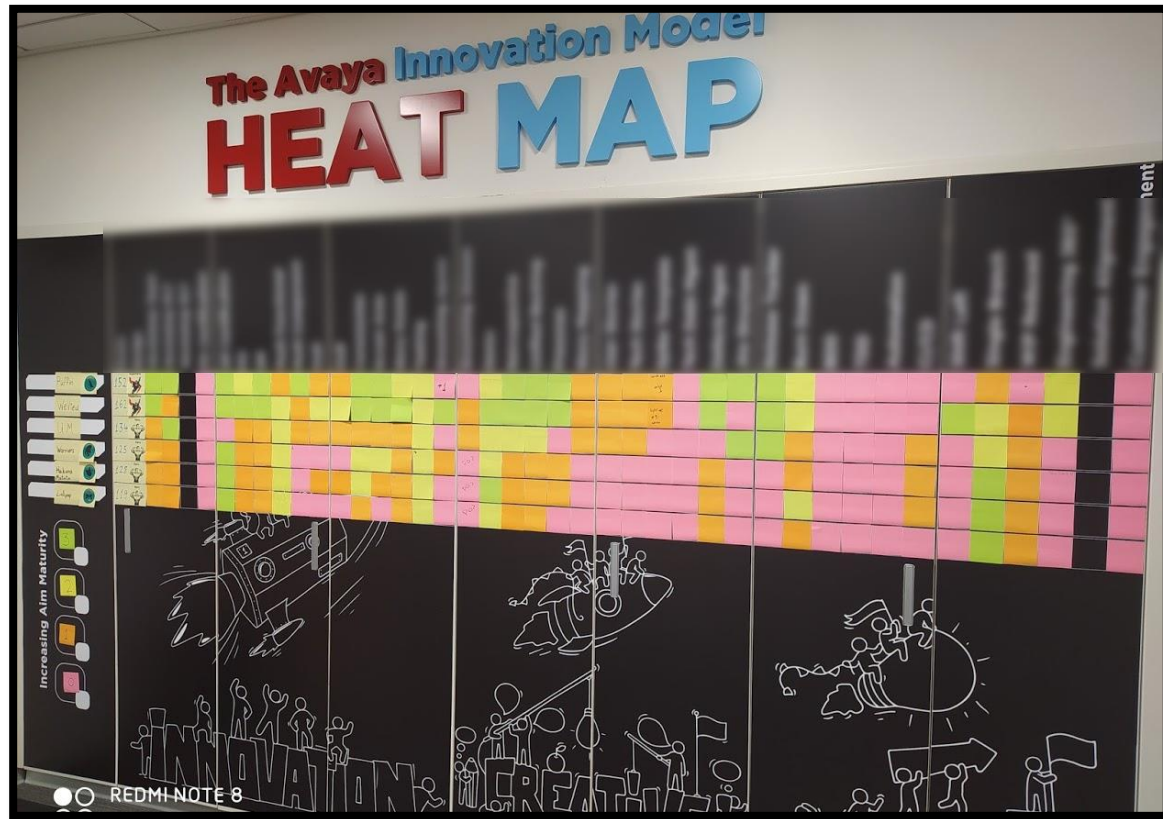
Workshop (Leaderboard)



Mission:

1. Choose the top score from each table
2. Write on the leaderboard:
 - Name
 - Score





Visual Board

Pathway to Mastery

[illegible]

Agile Guild

Sprint: 2
1-2.2

Backlog:

- Template Tech Story
- Template User Story
- Template Spike

Workflow Columns:

- DoR** (Definition of Ready)
- Release Tracker**
- DoD** (Definition of Done)
- Scrum Area**

Workflow Rows:

- ToDo**
- Doing**
- Done**
- Accepted**

Task Cards in Progress:

- DoR Platform** (in Doing)
- DoR Connect** (in Doing)
- DoD Platform** (in Doing)
- DoD Connect** (in Doing)
- Scrum Area (connect)** (in Doing)

Sprint Summary Table:

Sprint	Completed	Actual
1	6	2
2	8	

Additional Notes:

- DoR Services
- DoD (services)

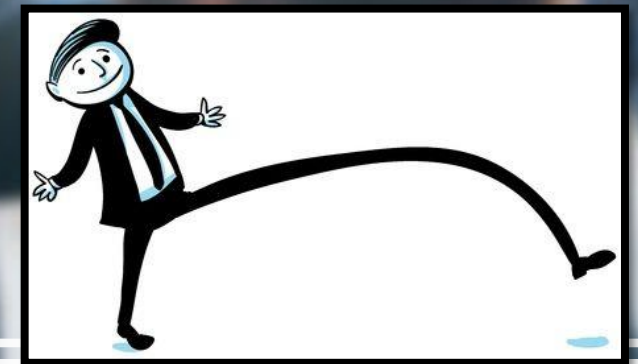
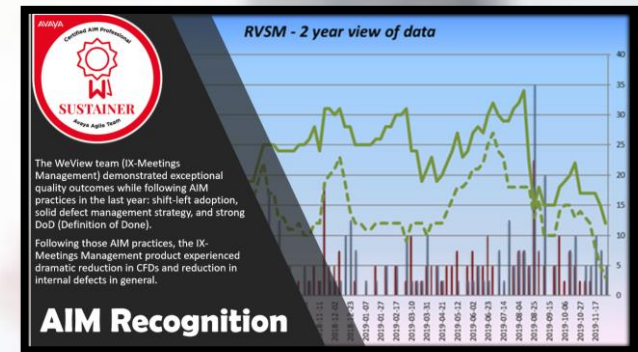
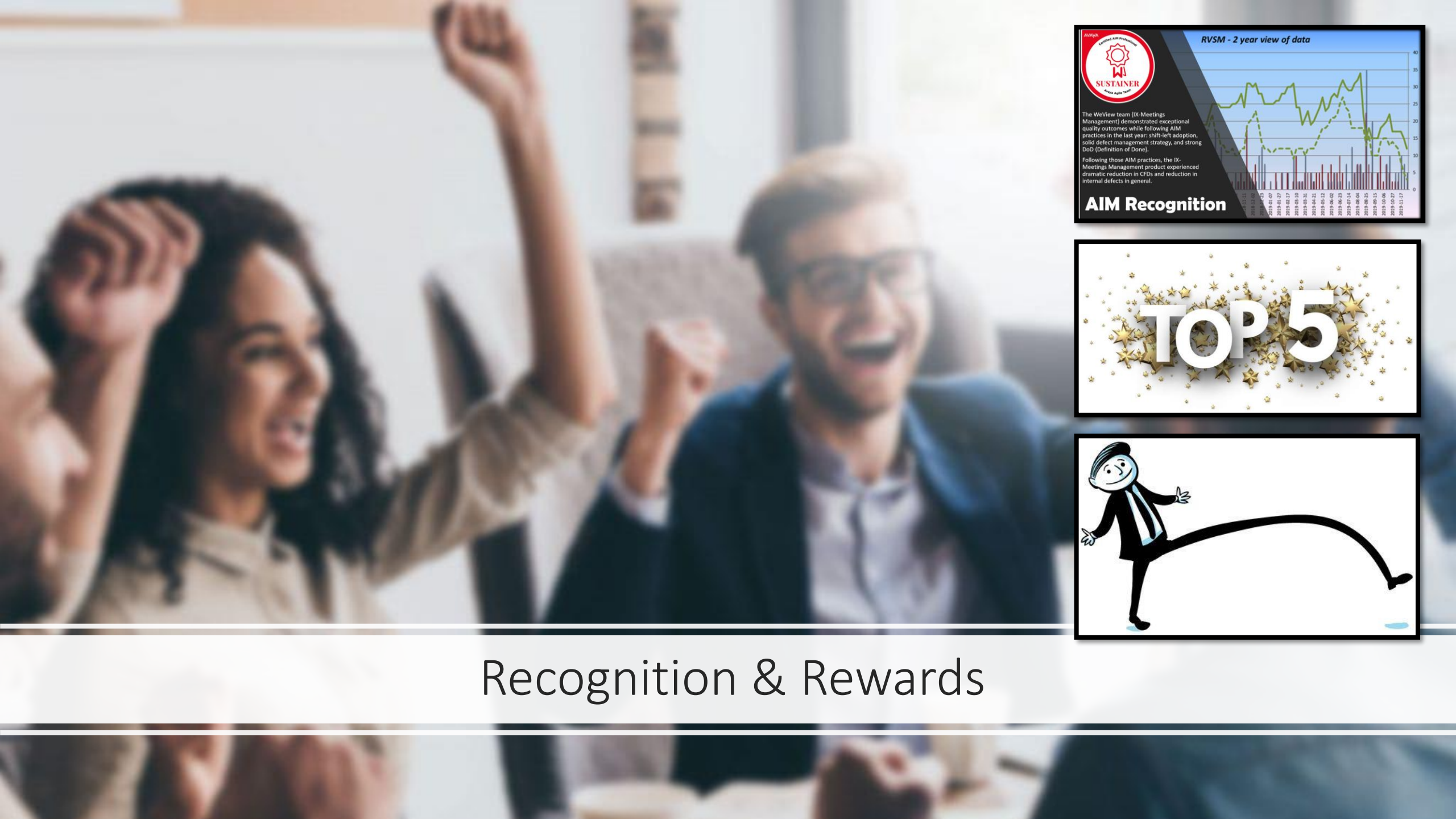
Visual Board

Pathway to Mastery

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Visual Board

Organizational Visibility



Recognition & Rewards

AIM ALIGNMENT STATUS

EXAMPLE

STATUS:

This AIM PCM 3.1.3 launch, first release completed with AIM. Team has grown in maturity from Hero to Superhero level. Many practices are in place and SMs driving the transformation heatmap.

NEXT STEPS:

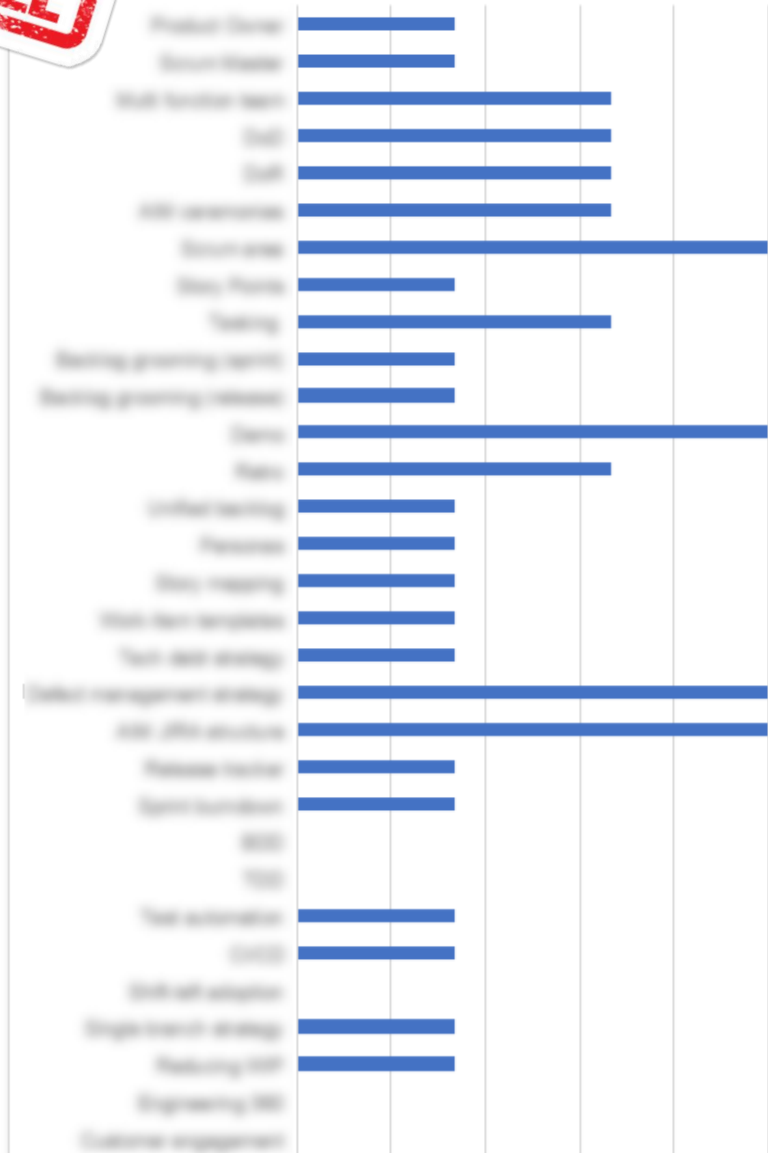
- Quality: Collect data after release and demonstrate defect count going down as result of shift-left.
- Eng Practices: Focus on getting BDD & TDD practices in place.
- Eng 360: Start doing Eng 360 reviews periodically to keep an eye on the overall view.

Topic	Comments
Engineering AIM Sponsor	Sanjay Kumar
PLM	Michael Gupta
Product Owner	Praveen Jena
Practicing AIM since	2019-May (8 month)
AIM Coach	Vijay Bholwani
AIM Level	Hero / Superhero / Avenger / Cosmic

Rank	Team Name	Component	Location	Last Q Progress	Current Score	Level
24	Agni	Feature Team	India	NA	136	Superhero
24	Prithvi	Feature Team	India	NA	136	Superhero
24	Jal	Feature Team	India	NA	136	Superhero
24	Vayu	Feature Team	India	NA	136	Superhero
24	Akash	Feature Team	India	NA	136	Superhero

AIM Practices Adoption

0% 20% 40% 60% 80% 100%





Avayatars



Game Results

- 80 teams in the game
- Agile guilds follow the heatmap
- Leadership pushing for points
- 500+ points were gained so far
- Common “agile language”
- Organizational visibility
- Fun!
- ...



Let your
imagination
guide you

AVAYA



POKÉMON
GO





Thank You For Listening!

Erez Morabia

Avaya