

# *Education Through Games*

Michelle McDonald, DHC Supplies

Jacqueline Arbid, Giroux Glass

Jessica Wellman, Recology

## Introductions

- Michelle McDonald, DHC Supplies
  - 100% Employee owned with 23 employees in 3 different locations, 2 in California and 1 in Reno
- Jacqueline Arbid, Giroux Glass
  - 100 % Employee owned with 69 non union/ 172 union in 4 locations; Los Angeles, San Bernardino, Fresno and Las Vegas
- Jessica Wellman, Recology
  - 100% Employee owned with over 3,000 employees in over 45 operating companies throughout California, Oregon, and Washington

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## Why Games?

“Play is not only our creative drive; it’s a **fundamental mode of learning**.” ~ David Elkind

“We are never more fully alive, more completely ourselves, or more **deeply engrossed** in anything than when we are playing”

~ Charles Schaefer

- Simplify
- Repetition
- Promote
- Fun
- Prizes

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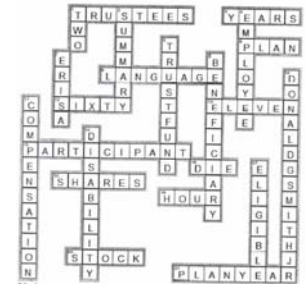
## Common Barriers

- Lack of participation
- Monetary restrictions
- Naysayers
- People don’t pay attention
- Language
- We get burn-out or frustrated! It’s a lot of work to create the Company specific games and keep the interest up

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## List of Games

- Easy games that take less than 20 minutes to play:
  - Word Search
  - Crossword Puzzle
  - Trivia or ESOP quiz
  - ESOP Bingo
  - Candy bar slogan
  - Cornhole, plinko, water balloon toss
  - Guess the share price



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## List of Games

- Harder, team games:
  - Scavenger Hunt
  - Jeopardy
  - Family Feud
  - 25,000 Pyramid



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## Promote your ESOP!

- Pick a common area to post a poster with a monthly/ weekly fact about your ESOP
- Weekly newsletters with an ESOP corner
- ESOP committee sends out an email ESOP related, once a month gives your partners the chance to read in detail

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## Promote your ESOP!

- If you have an Intranet or ESOP-specific site make sure to keep it updated with new and exciting content!
- Poster contest
- “Chew on this”
- Employee Ownership Month



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## Resources

- Handouts
- Summary Plan Document for specific questions/answers
- Websites:
  - [www.bingobaker.com](http://www.bingobaker.com)
  - [www.buzzbuzzbingo.com](http://www.buzzbuzzbingo.com)
  - [www.toolsforeducators.com](http://www.toolsforeducators.com)
- Prize Ideas:
  - Company apparel
  - Lottery scratchers
  - Starbucks gift cards
  - Candy
  - Extra PTO day

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## Let's play a quick game!

- What do you remember from our session?
- Any volunteers to choose a question from the hat?
- You can win a prize!

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# Questions?

Ask away!

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