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Social Gamification in action

Gamified Compliance Trainings for Early Warning Measuring Organizational Performance

Sustainable capacity development of institutions is always a challenge. Compliance with newly developed early warning procedures and rules must be assessed beyond the duration of any project. We offer preparation and implementation of Early Warning Employee Compliance Training. This programme is implemented through a gamified, competitive question and response format. It includes analytic tools for objectively measuring learning progress and knowledge acquisition.

How it works

The central elements of this programme are short and motivating compliance games. They are delivered through game sessions, which are directly correlated with employees' tasks and functions in disaster risk management. By playing, competency and knowledge gaps are identified by series of multiple choice questions. Based on the answers individual knowledge gaps are identified. These are addressed immediately with uniquely tailored feedback and learning material for further study after each online gaming session. The sessions can be played at any time on any online or mobile device.

How we measure capacities built

Tangible outcome of training measures can be difficult to measure and sometimes even questioned. Analytic tools for measuring the learning progress are integrated in the programme allowing individual participants as well as supervising decision makers to immediately access information on the learning success.

The training content is stored in a database. Additional content and questions can be easily added. By constantly updating the database the institution has an efficient instrument at its disposal to address future capacity development needs.

How we do it

The institutional set up and processes as well as core training needs are already defined during the regular Integrated Disaster Risk Management project. For the development and implementation of the Compliance Training three further steps are required:

- » **Compliance game development:** compilation of knowledge base, development of question items, performance testing based on previously developed face to face training programmes.
- » **Compliance game deployment:** infrastructure and event management.
- » **Game analytics:** compliance progress reports based on psychometric analysis.