

# How to Make Rockstar™ E-Learning

A publication of:



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## ABOUT THE ROCKSTAR

**Richard Vass is a dynamic, experienced consultant and professional facilitator with over 25 years in the field of human performance and development. As co-founder and director of customer experience at eLearning Brothers, Richard has forged relationships with leaders in the field of professional learning services and has provided significant contributions to an impressive list of clients. In 2008 Richard was recognized by the Association of Talent Development (ATD) as a Certified Professional in Learning and Performance.**

## ABOUT ELEARNING BROTHERS



eLearning Brothers (eLB) began in 2009 like many startups do—in a basement with a great idea. Co-founder Shawn Scivally started making eLearning games and template designs while working from home and sold them online. His brother, and the other co-founder, Andrew, helped out at night and on the weekends until he joined full-time in 2010. Between the two of them, they believed that they had the skills and knowledge to put together interactive, engaging, and inspiring content to help others enhance their eLearning courses. And they were right! Over the years, eLB has grown to become a global provider of eLearning templates, custom eLearning design, and training for eLearning professionals everywhere. Based in American Fork, UT, eLB now has over 50 employees and has been honored as one of the fastest growing companies in Utah for the past 2 years and on the Inc. 5000 List twice. The eLB custom development team has also received multiple awards including a Brandon Hall HCM Excellence Award for Best Use of Games and Simulation in Learning

# GAMIFIED WORKPLACE SAFETY & EMERGENCY TRAINING

eLearning Success Story

## CLIENT

Our client is an innovator in healthcare workforce solutions and staffing services to hospitals and healthcare facilities across the nation.

## CHALLENGE

The client needed a unique solution to kick into high gear their workplace safety training for their corporate team members. eLearning Brothers was tasked with developing an engaging and effective 20-minute compliance training focused on common office scenarios and two health & safety procedure plans. The goal was to design a realistic and entertaining training to encourage positive behavior change, increase safety awareness, and reflect the client's core values, such as Diversity and Inclusion.

*We received positive feedback on the new approach to delivering compliance training in a fun and interactive way!*



## STRATEGY & SOLUTION

eLearning Brothers crafted a decision-making, scenario-based training with board game elements such as dice, game tokens, and victory points.

The learner is immersed in situations and asked to assist the Emergency Response Team in making “real time” decisions to help their team members. Learners travel around the office setting gameboard and resolve 5 scenarios, including inclement weather and slip, trip, and fall, using their knowledge of the Emergency Response Plan and/or Injury Illness Prevention Program.

## Crunch Time

### Rani's Rainy Morning

#### Question 1

While walking to the office, Rani is chatting on her phone with her leader about an upcoming project. Not paying attention to the water puddles, she nearly slips on the stairs that were soaked earlier during the morning rain.

What should Rani do next?

Choose the response that best fits your recommendation.

#### Need some help?



- Locate a "wet floor" sign and place it on the stairs to warn others of the slippery area.
- Report the safety hazard to her leader so she can file a Workplace Hazard Facilities ticket.
- Send a text message to the Facilities manager to alert them of the safety hazard.



*Certain game squares result in a knowledge check.  
Getting an answer correct on the first try earns the most points.*

## Twist of Fate



### Twist of Fate Card

When coming back from lunch, you and Henri notice an unattended backpack near a side entrance of the building. You avoid moving and touching the bag while calling 911 to report it along with its location.

**+500 points**

**Continue**

*To add to the board game feeling, the training includes randomized Twist of Fate cards that feature different protocol violations.*

## RESULTS

Just two months post-launch, the Emergency Response Plan was accessed over 2,400% more than in the previous six months!

Team members report that the new approach to training is the most fun compliance training they have ever completed and they appreciate the option to review full resources only for sections they were unfamiliar with, which streamlined training time—keeping the team member engaged and moving through the training.

To learn how we can help you tackle your training challenges, contact eLearning Brothers at [801.796.BROS \(2767\)](tel:801.796.2767) or email [info@elearningbrothers.com](mailto:info@elearningbrothers.com).

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If you have a gamification in learning project that you would like to see featured on The Gamification Quest, please email Monica at [guru@SententiaGames.com](mailto:guru@SententiaGames.com) to inquire.

