

## Great Game Huddle Notes

May 9, 2017

Andrea Stewart and Meghin Payne delivered an overview of chapter three of “The Great Game of Business” by Jack Stack.

Chapter 3: “The Feeling of a Winner” There are at least 2 conditions which have to exist before people are ready to play the Game. Stack built trust and respect by listening:

- Management has to have credibility.
- Employees have to have some fire in their eyes.

Pride must come before ownership – Without pride, there is no winning, no ownership. Stack instilled pride by:

- Having an open house
- Encouraging competitions
- Doing anything to create a win.

Stack didn't initially set up games around financial statements because:

- People didn't understand them, and
- Would be intimidated by them.

Lessons learned about which games and goals work best:

- Give everyone the same set of goals – Don't send mixed messages. Turn success into a group effort.
- Don't use goals to tell people everything you want them to do – Too many goals are useless. You should set only two or three goals over the course of a year.

“Individual talents get magnified many times over through the collective lens of an effective team.” Dalal Haldeman.

Andrea and Meghin did a great job with incorporating what they do on a daily basis to add more detail to what they learn from chapter three and gave a great presentation.

Rick Artman from the Highway department to give us a brief up-date on the flood issue:

- Actual damage was a lot lower than originally anticipated – there was some asphalt lost on Farm Road 80. This will be repaired/replaced with an estimated cost of 20K on the high-end. It will be replaced with concrete white topping.
- Beach Road and Farm Road 193 off of Battlefield had a large tree in the river.
- Rick contributes the tax dollars for paving and concrete for making the big difference in all areas being prepared for the flooding.
- They are also working with the storm drainage to be more proactive and attribute all this hard work to the Highway Department and Environmental.

Update on Republic Road and FF:

- They will be taking a two lane road with open ditches and transforming into a five lane with curb and gutter concrete channel which will be elevated to help with flooding.
- They are anticipating 18 months before work will be completed. They are currently working on power and sewer but as of yet no road work has been started. They did locate an AT & T line that no one knew was there – this is a transmission line and very important and must be relocated. Currently under contract for re-location. This is pretty routine, however, the splicing can be difficult.