



Gamification in workforce training



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The game is on!

EXPO Winter Challenge

Login as player at:

play.seppo.io

Enter this pin:

8666E4





THE AMAZING
RACE
THE CHURCH EDITION





Millennials as employees (25-40 yrs.)

As an employer:

Be clear about your company's mission statement. Millennials want to work for a company they're proud.

Provide opportunities for professional advancement.

Strive for transparency. Millennial workers want to know and feel like they're part of something bigger than themselves.

Keep them active with relevant things to do





Megatrends in learning

seppo^o

Onsite → **Remote/Hybrid**

Laptop → **Mobile**

Text / PDF → **video / audio / digital**

One fits all → **Personalized learning**

Memorize → **Explore and create**





Everyone is a
gamer!





Game and Gamification – what's the difference?

In games, the goal is to use a game to achieve a skill or learning objective. You play the game and you learn a skill.

Gamification is a complete pedagogical system. You're making a game out of something that isn't. **Gamification is using game elements in non-game environment.** Gamification can be used for sports, marketing, business... and learning.

Games and gamification are both trying to motivate the learner, solve a business need, and promote skill development using game-based thinking and techniques.



In the heart of Gamification

**Freedom &
autonomy**

Points

**Immediate
feedback**

Badges

**Community &
teamwork**

Levels

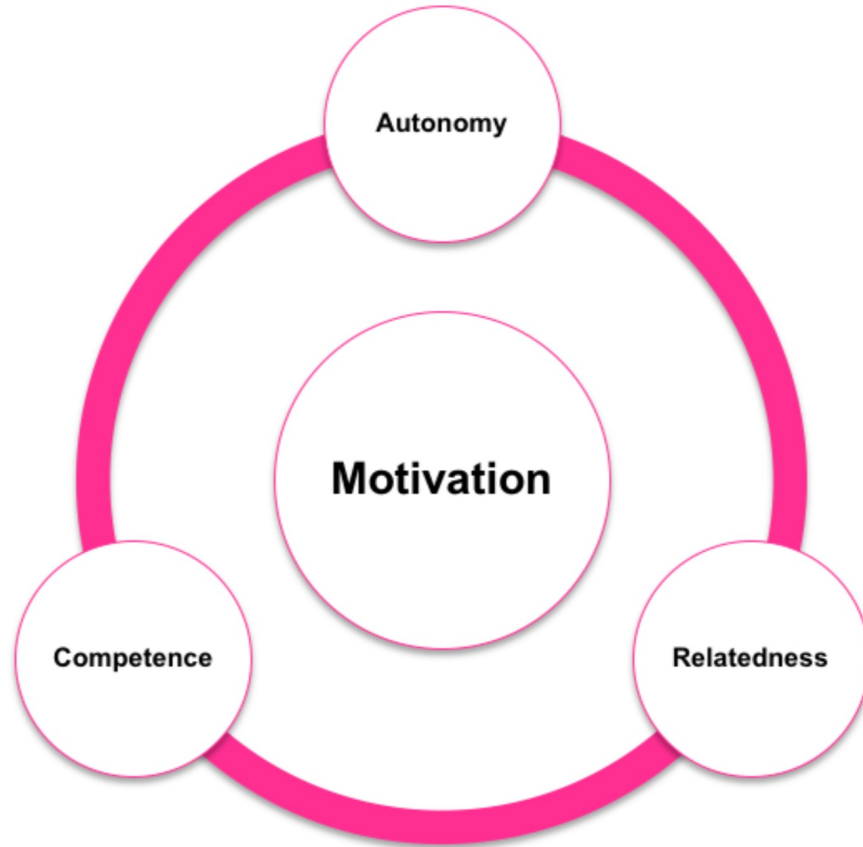
Score-
board

Compe-
tition



GAMIFICATION IN EDUCATION & CORPORATE LEARNING

It's all about motivation





Gamification activates and engages

75%

increase in
**learner
motivation**

79%

of students say
they are **more
productive**

Source: TalentLMS survey results,
Gartner research, eLearning industry





The problem in hybrid learning

“I’m so tired of these continuous Teams sessions. You never know if the students are there or not...”

A teacher, Upper Secondary School, Helsinki





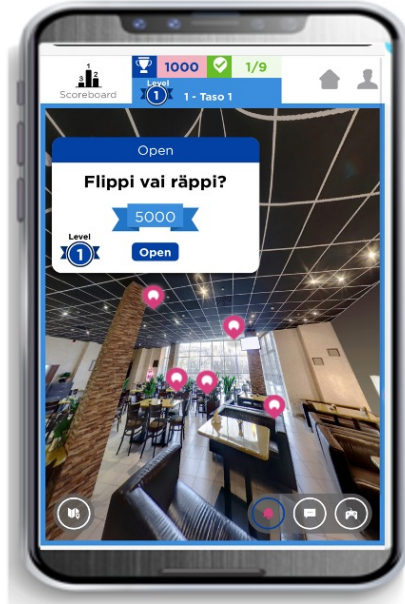
What is Seppo?

Seppo is an easy-to-use tool for turning existing materials or lesson plans into an engaging and activating game.

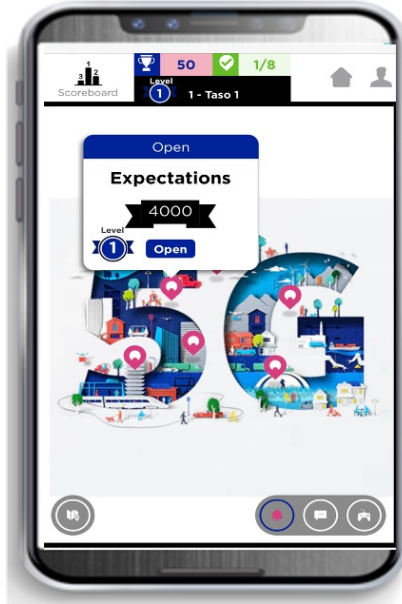




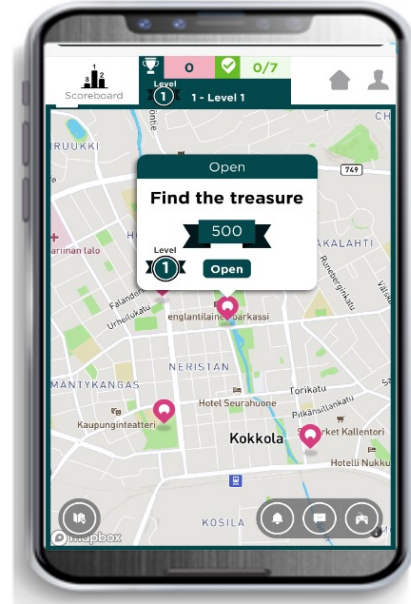
Create a game in minutes!



**360 image as
gameboard**



**Image as
game board**



**GPS map as
game board**



Choose the best way for you

1

Easily create,
copy and modify own games.

2

Use ready made games from game
library, all subjects, all ages.

3

Co-create with a colleague or let
students create games.





What can be gamified?



Recruitment

New employee orientation

Safety training

Supervisor & leadership training

Strategy and values execution

Change management

New product training

Compliance

...



Case: Seppo for strategy communication

**Easy way to
make
people
reflect on
the content**

**Helps to
make a
change in
behavior**

**Formal
needs
informal to
succeed**

**Enables
personalized
learning**

**Encourage
people for
creative
problem
solving**

**Team play or
single player
game**

**Positive way
to decrease
resistance**



What to keep in mind?

1

Leave room for creativity

2

Mix formal and informal

3

Relevant content to right people

4

Show the purpose

5

Make progress visible



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City of Helsinki

