

Work smart.
Play hard.

Building for the Future Gamification Methods

Examples from Wärtsilä

PÄIVI KORPI-HALKOLA

Manager, Digital Transformation
Location: Vaasa

Currently working with

- Digital Transformation in North Europe
- Change Management
- Ways of working



OUR PURPOSE

Enabling sustainable societies with smart technology

SMART MARINE

Towards a Smart Marine
Ecosystem

SMART ENERGY

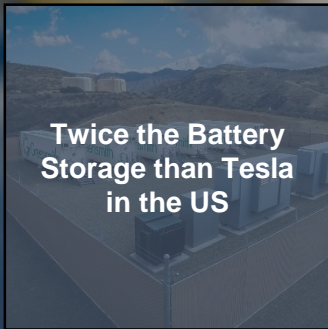
Towards 100%
renewables



PEOPLE MIGHT THINK WE ARE JUST AN ENGINE COMPANY...



No3 Renewables Energy Solution Integrator



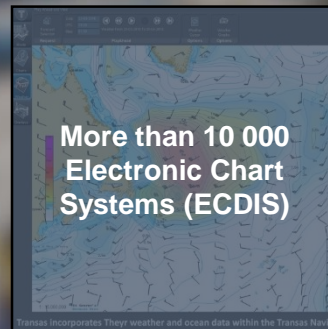
Twice the Battery Storage than Tesla in the US



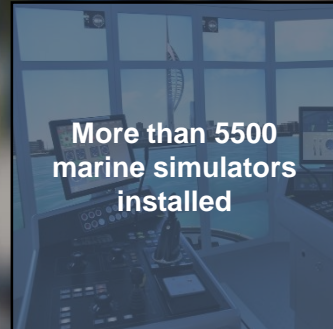
World's leading Hybrid & Gas Engine Integrator



300+ Vessel Traffic Systems Installed worldwide



More than 10 000 Electronic Chart Systems (ECDIS)



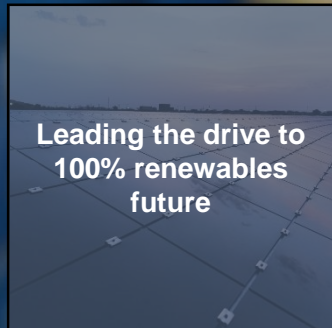
More than 5500 marine simulators installed



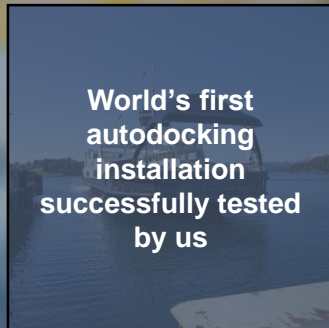
Guinness World Record for Cleanest Engine Technology



Installed Power stations in 178 Countries



Leading the drive to 100% renewables future



World's first autodocking installation successfully tested by us



c80% of cruise vessels are navigated by us



1 in every 2.5 ships is serviced by us



We have every single component of Autonomous Shipping available today



Leading marine company In AI and Machine Learning



We are one of the largest user of Robotics Process Automation in Europe

BUILDING FOR THE FUTURE – GAMIFICATION

Example from Training Development



TAYFUN PISIRICI

Manager, Training Development
Location: Turku

Currently working with

- Training tools and documentation
- Simulators
- eLearnings
- LMS



Motivational design

From gamification to motivational design

There are lots of gamification frameworks available

For us the core **drivers** are:

- **V**isuality
- **A**utonomy
- **M**astery
- **P**urpose

→ The **WAMP** model 😊



Motivational design

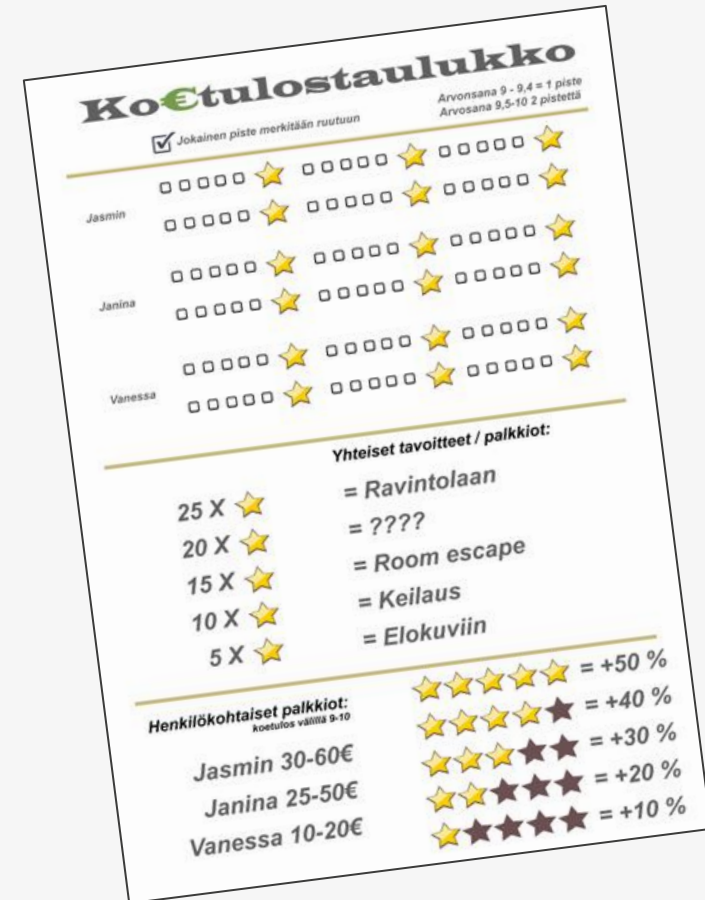
Personal experience

The problem we all share:
How to motivate kids to study for the exams

I made a home study to see the effects

The system I created was:

- Transparent
- Included some goals and peer pressure
- Having levels
- Visual and easy to understand



Motivational design

Experiences in work

eLearnings gamified.

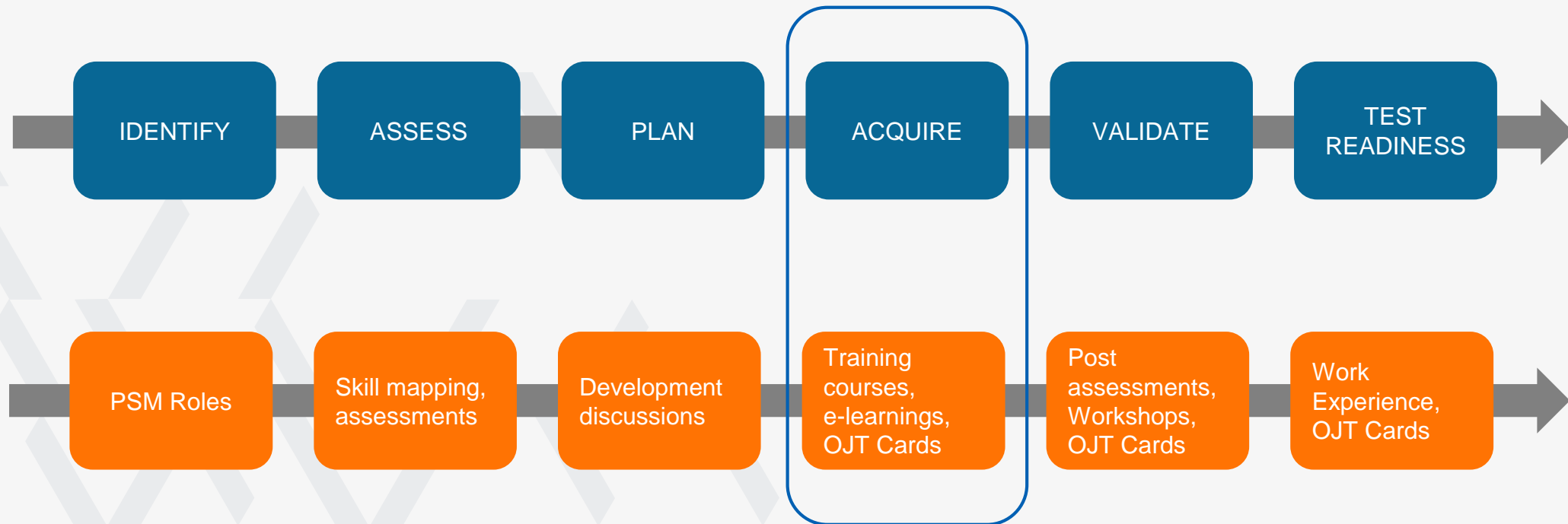
- The lifespan of these are not long
- The interest will drop after completing



→ We need to gamify **our work**, not individual trainings.

Professional Skills Management

Professional skills management (PSM) system



How come this is not looking inviting or **motivating**?

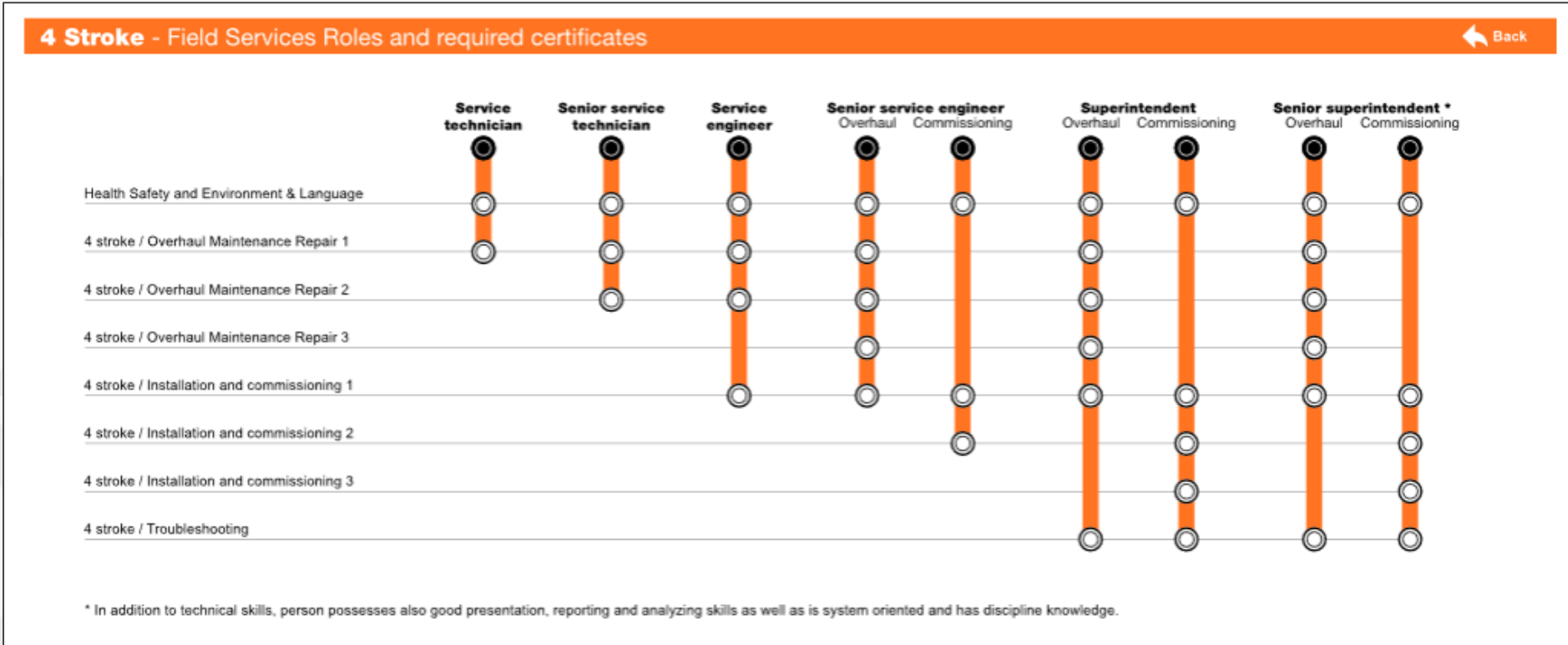
Professional Skills Management

Our solution

- Easy to understand
- Easy to identify correct requirements
- Helps understanding the big picture
- Visualizes career/competence path
- Is free and shared among all users
- Is built on top of LMS system
- Progress is tracked live
- The results are used in other systems



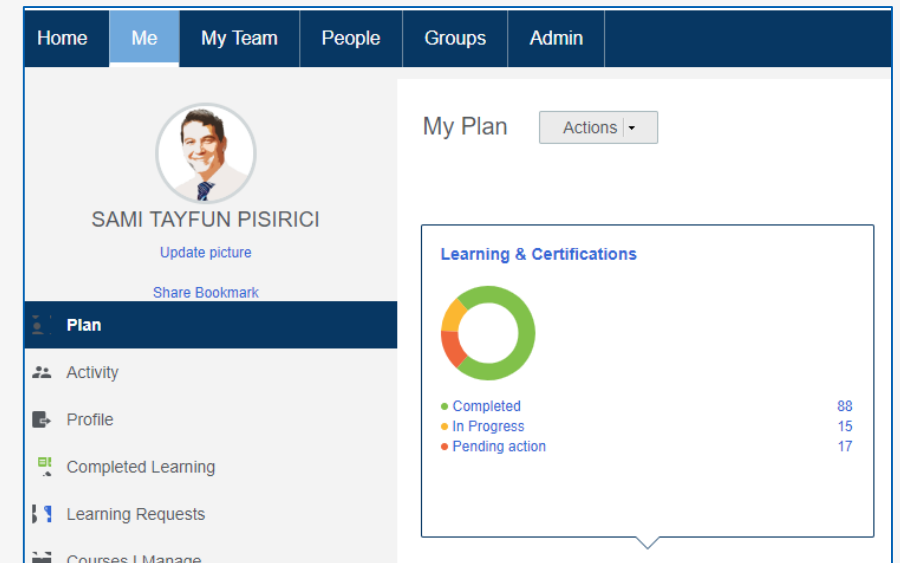
Professional Skills Management



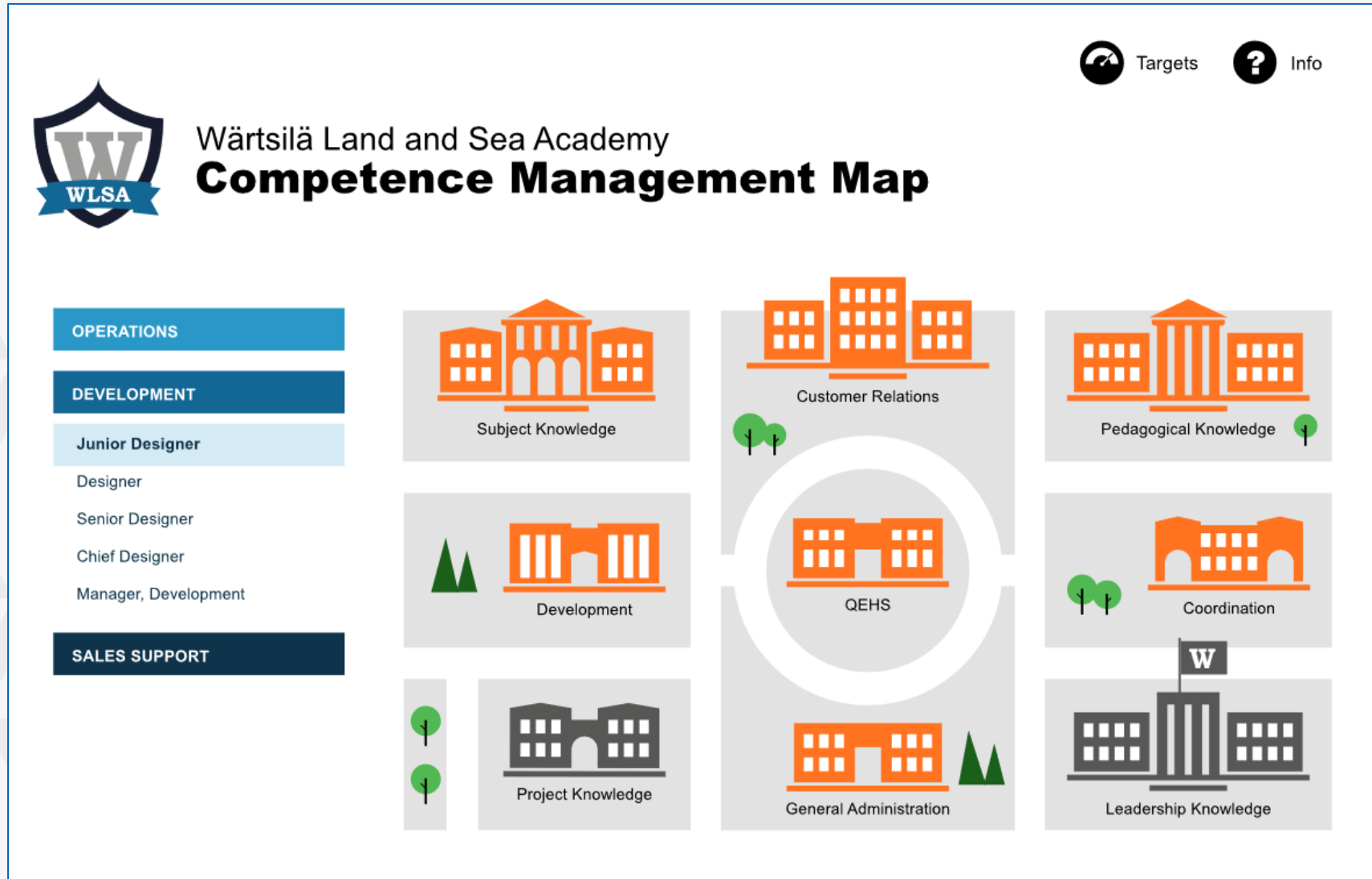
Professional Skills Management

Our solution

- Is a collection of roles, certificates, courses and On-The-Job (OJT) activities
- Is built on top of LMS system
- Is used to **plan trainings** and identify competency needs globally.
- is used to **identify** skilled persons based on search criteria's
- Is used for reporting and **statistics** to help daily decision making



Professional Skills Management



TRANSFORMATION

**NO PROBLEM
GETS SOLVED
BY JUST
IDENTIFYING IT.**

ADOPTING THE STARTUP CLOCKSPEED

6 LENSES FOR CHANGING THE CLOCKSPEED



SPEED OF OPERATIONS

Run stable, mission-critical systems with new IT approaches

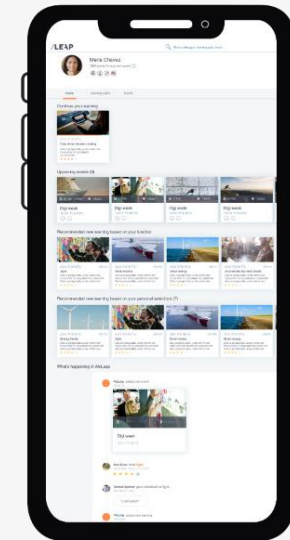
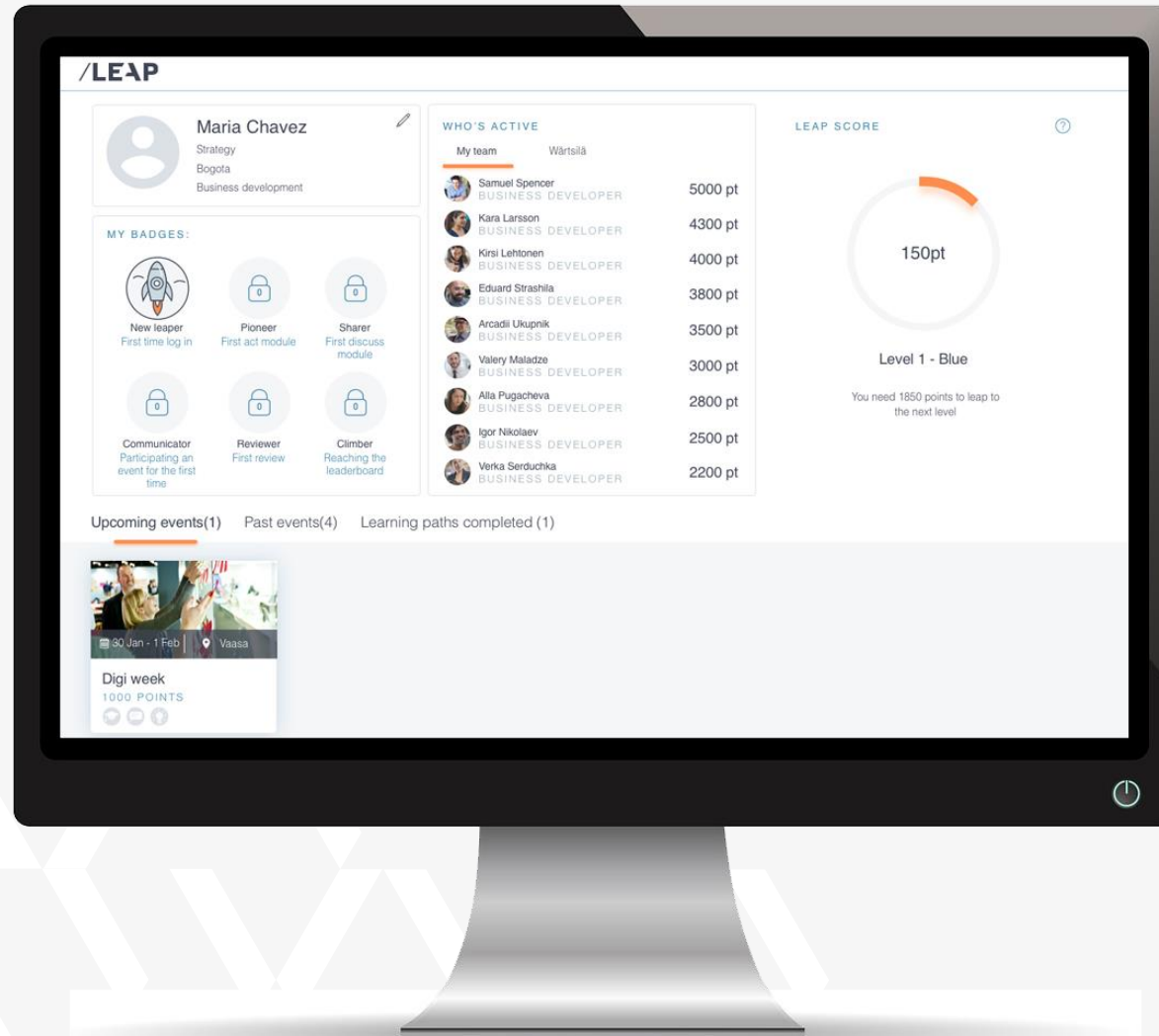


SPEED OF INNOVATIONS

Agile, fast, just-good-enough techniques to explore, adopt and adapt to new opportunities



WeLeap

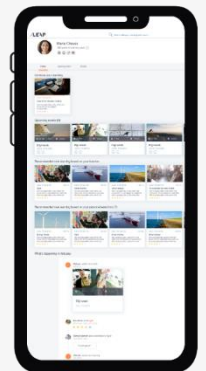
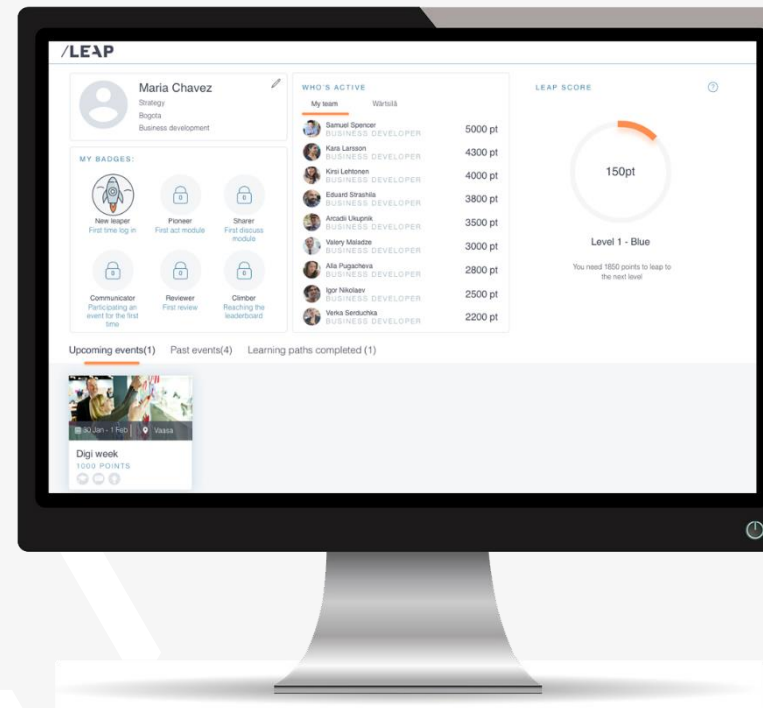


WeLeap app

With WeLeap we are building new digital skills on top of Wärtsilä's strong engineering heritage.

WeLeap app enables

- Wärtsilians to grow their digital awareness
- Wärtsilians to start using new tools and methods in everyday work




WeLeap app

←

/LEAP


Finnish ▼

DigiGlossary

- Start** 1 min
- Quiz 5 min
- Explore 26 min
-  Wärtsilä Examples 6 min
- Discuss 20 min
- Act 30 min
- Test Your Learning 10 min
- Summary
- Give A Review

Platform

Platforms are nothing new. But platform business models represent a fast-increasing proportion of the world's entire economy's growth. Enter to this learning path to find out more!

 98 min in total


★ ★ ★ ★ ★

97 people have completed this learning

Platforms are nothing new but today those can be a strong source of competitive advantage.

It is stated that by embracing the transformational power of platforms, enterprises across all industries can capture new growth opportunities and change the way they do business. New business models and the ecosystems being built around them are driving the most profound change in the global macroeconomic environment since the Industrial Revolution.

Welcome to Platform learning path



© Wärtsilä

Gaining rewards in WeLeap

1.

Points

User gets points after passing a quiz at the end of the each Leap.

2.

Badges

User may earn badges for his/her contribution and/or expertise.

Examples of other gamification methods used:

Collecting, Curiosity, Achievements, Challenge, unlockables...



WeLeap Development

Design thinking methods in development

1

Personas

2

Design
Principles

3

Learning
Journey

4

Leap Logic

5

Rewarding
Mechanism

Learnings and findings after 5 months...

- Global presence – multiple behaviours
- Continuous application development
- Content creation in pull mode
- Team competitions
- **BEST RESULTS:** Awareness building of capabilities → accelerating and scaling new business innovation



WÄRTSILÄ