## WHAT IS "ADVENTURE TREK"?

This year we wanted to try something a little bit different to keep our employees engaged and connected the entire year... while also having some fun competition along the way.

## OUR GOAL WAS TO:

Keep KPI's Top of Mind - So Everyone Completes Them

Promote Teamwork - Interdepartmentally + Entire **SOLV** Team

Focus on OUR Just Cause -
"Delivering Results through a Trusted Customer Experience"

# TEAM BREAKDOWN

# PICKING TEAMS...
# THAT'S SO HIGH SCHOOL!

To encourage learning more about our teammates, we devised a fool-proof plan to randomly assign co-workers with people they might not work with on a regular basis.... by drawing them out of a hat!

Our CORE Team took turns drawing names and the rest is history! We've been competing and helping our teammates out to make sure that everyone gets their prizes, completes their KPI's and makes this a #greatplacetowork.

Everyone wins and no one loses!

# WHAT ARE

# THE PRIZES?!

# THE PRIZES

**0 Points =** Backpack to "Start the Adventure"

**4 Points =** Speaker Lantern to "See the Way"

**8 Points =** Multi-Tool to "Help with Challenges"

**12 Points =** Buffalo Blanket to "Recover from Climbing the Mountain"

**25 Points =** Camp Chair to "Relax at the Summit"

**50 Points =** $50 to "Buy Equipment for the Next Adventure"

**75 Points =** $75 to "Enjoy the View"

# HOW TO
# EARN POINTS

# COMPLETE EACH OF YOUR 5 KPI'S

Each year, every employee commits to 5 Key Performance Indicators (KPI's), KPI's can be an individual or team effort to complete. They are intended to support professional development and company growth. Each KPI completed earns the individual *1 point*, a patch to add to your Adventure Trek Backpack, AND $25 Cash!

**KPI 1**

**KPI 2**

**KPI 3**

**KPI 4**

**KPI 5**

# VOLUNTEERING
## (2 POINTS + STICKER)

Why do we volunteer?
To practice what we preach,
and to live out our
company mission -
Helping through Excellence,
Opportunity, and Service.

This year our CORE Team has
set up many opportunites
for our entire team to get
involved in our communities.

# READ OUR ANNUAL TEAM BOOK
## (2 POINTS + STICKER)

Every year, as a team, we choose a book for every employee to read. It helps us build awareness, consider other ideas, debate, bring new ideas to the table, and so much more. Why? Because we are a culture of learning.

This year we chose "The Convenience Revolution" by Shep Hyken, to get a different perspective and ideas to make our internal and external customer experience a better one.

# LEAD A LUNCH 'N' LEARN
## (2 POINTS + STICKER)

What is a Lunch 'n' Learn? Well it's a more in-depth way for our employees to impart wisdom to one another.

Everyone has different skills and knowledge other people might not have, and this opportunity encourages us to share and help each other grow beyond our own individual roles or improve processes that we do every day.

# LEAD A TUESDAY TEAMS MEETING
## (2 POINTS + STICKER)

Since the start of the COVID-19 Pandemic, as a team, we meet every Tuesday afternoon on Microsoft Teams for education, connection, and fun.

It's a way for employees to talk about what's important to them at work and home, teach each other a new skill, roll out company-wide initiatives, and to play games with everyone across all 5 of our locations.

# VOLUNTEERING... AGAIN!
## (2 POINTS + STICKER)

Being involved in our communities is really important to us as a company, and one of the ways that *SOLV* has encouraged its employees is by paying up to 4 hours per month to go volunteer at any of our CORE Team set events or any other volunteer opportunity an employee wants to participate in.

# RECEIVE STUNNING TESTIMONALS
## (1 CUSTOMER = 3 POINTS OR 5 CROSS TEAM = 2 POINTS + STICKER)

Everyone loves to hear compliments from their peers or customers, especially when they go above and beyond really showing the *SOLV* way.

We encourage everyone to share the awesome things they see each other do and what customers have to say about them! Why? Because everyone deserves to hear how spectacular their co-workers are!

# PARTICIPATE IN PROCESS IMPROVMENTS
## (2 POINTS + STICKER)



**EXPLORER**

NATIONAL PARK

▼ID▼

2021

Last year, we collaborated as a team to uncover company processes that aren't working as well as they should. This year we have encouraged employees to participate in improving those processes to make their jobs better.

The process improvements can be in individual departments or company-wide, encouraging teamwork with the people you work with every day or people you might not work directly with. It's a win-win!
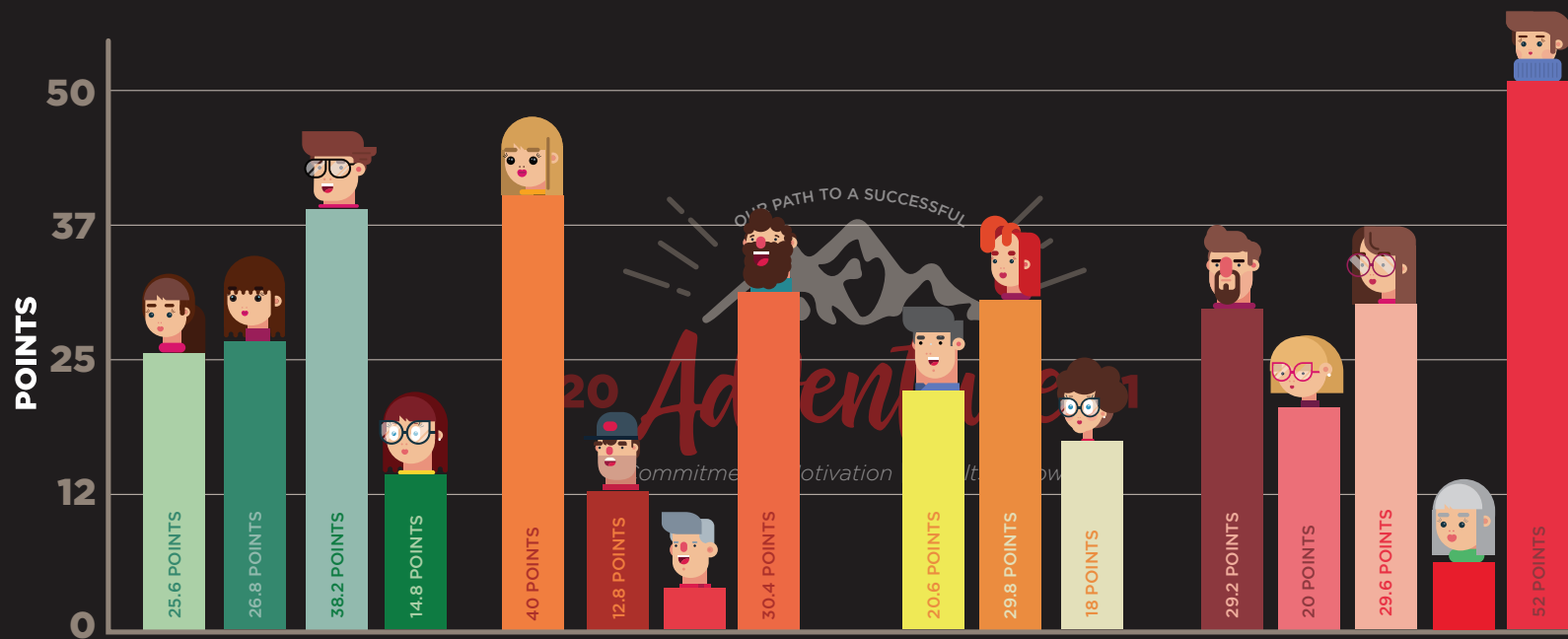
# BUT HOW DO WE TRACK POINTS AND KPI'S?

# SUBMIT THROUGH OUR PUBLIC FORM!

Once you've earned points, submit them through our easy-to-use
form and that's it! Our CORE Team takes
it from there and calculates the points. Our team and individual points
chart that is shared every month at our Town Hall Meeting.

It keeps the competition fresh and up to date and brings
awareness to our teammates who might be struggling so that we can help them.

Everyone wins and no one loses!

POINTS

50

37

25

12

0

**25.6 POINTS**
**26.8 POINTS**
**38.2 POINTS**
**14.8 POINTS**

**40 POINTS**
**12.8 POINTS**
**30.4 POINTS**

**20.6 POINTS**
**29.8 POINTS**
**18 POINTS**

**29.2 POINTS**
**20 POINTS**
**29.6 POINTS**
**52 POINTS**

TEAM BONUS POINTS = 1

TEAM BONUS POINTS = 4

TEAM BONUS POINTS = 16.2

TEAM BONUS POINTS = 2

**TEAM COMMITMENT**
TEAM POINTS: 106.4

**TEAM MOTIVATION**
TEAM POINTS: 99.2

**TEAM RESULTS**
TEAM POINTS: 84.6

**TEAM GROWTH**
TEAM POINTS: 138.8

OUR PATH TO A SUCCESSFUL

Adventure 2021

Commitment | Motivation | Results | Growth

| Name | KPI 1 | KPI 2 | KPI 3 | KPI 4 | KPI 5 |
|---|---|---|---|---|---|
| Brooke Allsup | March | March | May | July | |
| Dave McLaughlin | March | April | April | | |
| Don Garfield | April | April | | | |
| Elaine Brazle | March | March | | | |
| Eric Gomez | | | | | |
| Geoff Clark | | | | | |
| Julie Cotton | February | March | | | |
| Karri Schock | February | March | July | | |
| Margo Parks | April | April | July | | |
| Matt McLaughlin | January | February | May | July | |
| Matt Peterson | February | March | | | |
| Nicole Tamura | April | April | | | |
| Noreen Rannus | April | April | | | |
| Suzanne Fowells | | | | | |
| Tess Munn | May | June | | | |
| Tracy Lay | April | July | | | |
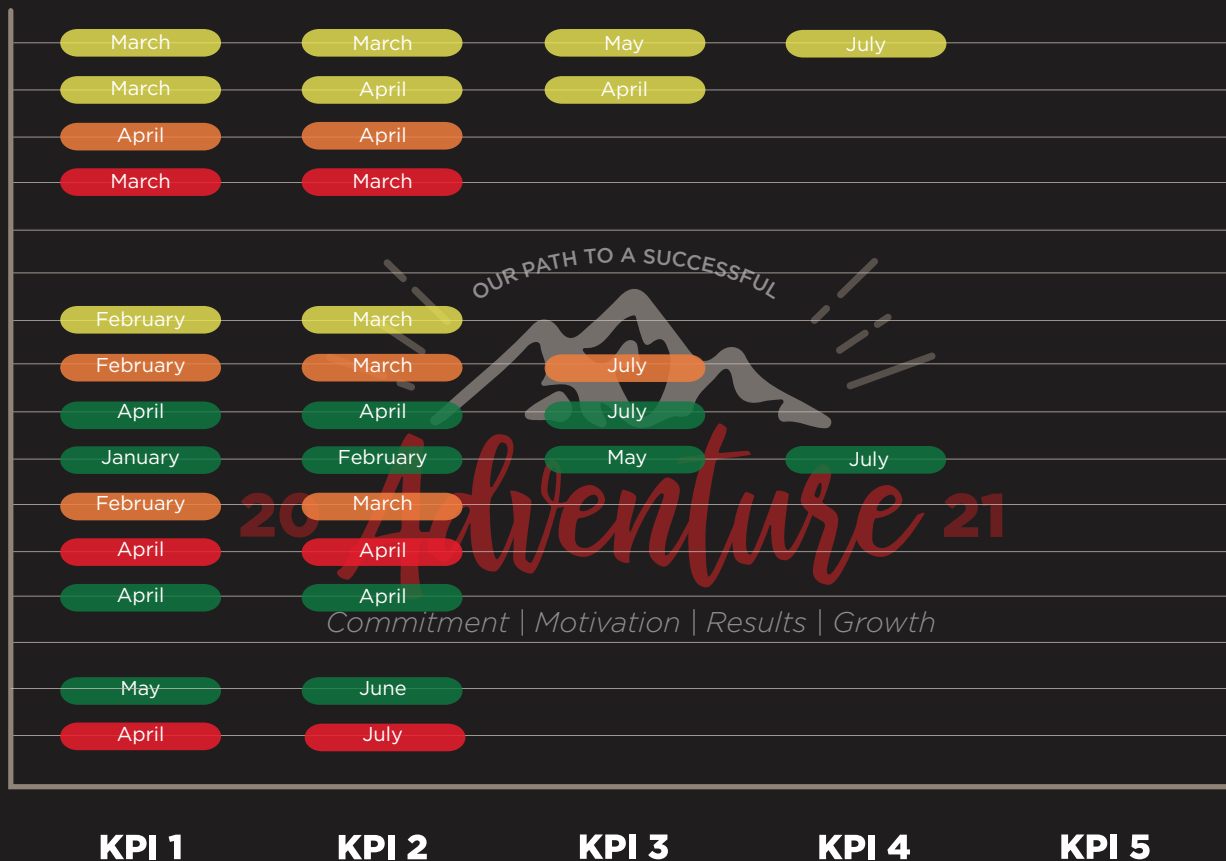
# WHAT HAPPENS WHEN WE REACH THE MOUNTAIN TOP?

▼ Everyone has completed their KPI's.

▼ Everyone has received the amount of points they want.

▼ Everyone has ALL the prizes.

▼ Everyone knows their teammates better.

▼ Everyone helped each other reach their goals.

▼ Everyone had fun.

▼ Everyone is ready for our next adventure!

## WANT TO LEARN MORE?

Want to learn more about how to keep your employees engaged or just need new ideas? Visit *thesolvgroup.com/blog* and click the Employee Engagement Category! Or you can reach out to us at marketing@thesolvgroup.com and we can help you develop your own Employee Engagement Program.