



INDEPENDENT GAMES
SUMMIT

How to Make Games and Influence People: Leading Your Team Effectively and Healthily

Dr Jennifer Hazel
Founder, CheckPoint

GDC

GAME DEVELOPERS CONFERENCE

MARCH 18–22, 2019 | #GDC19



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SUMMIT



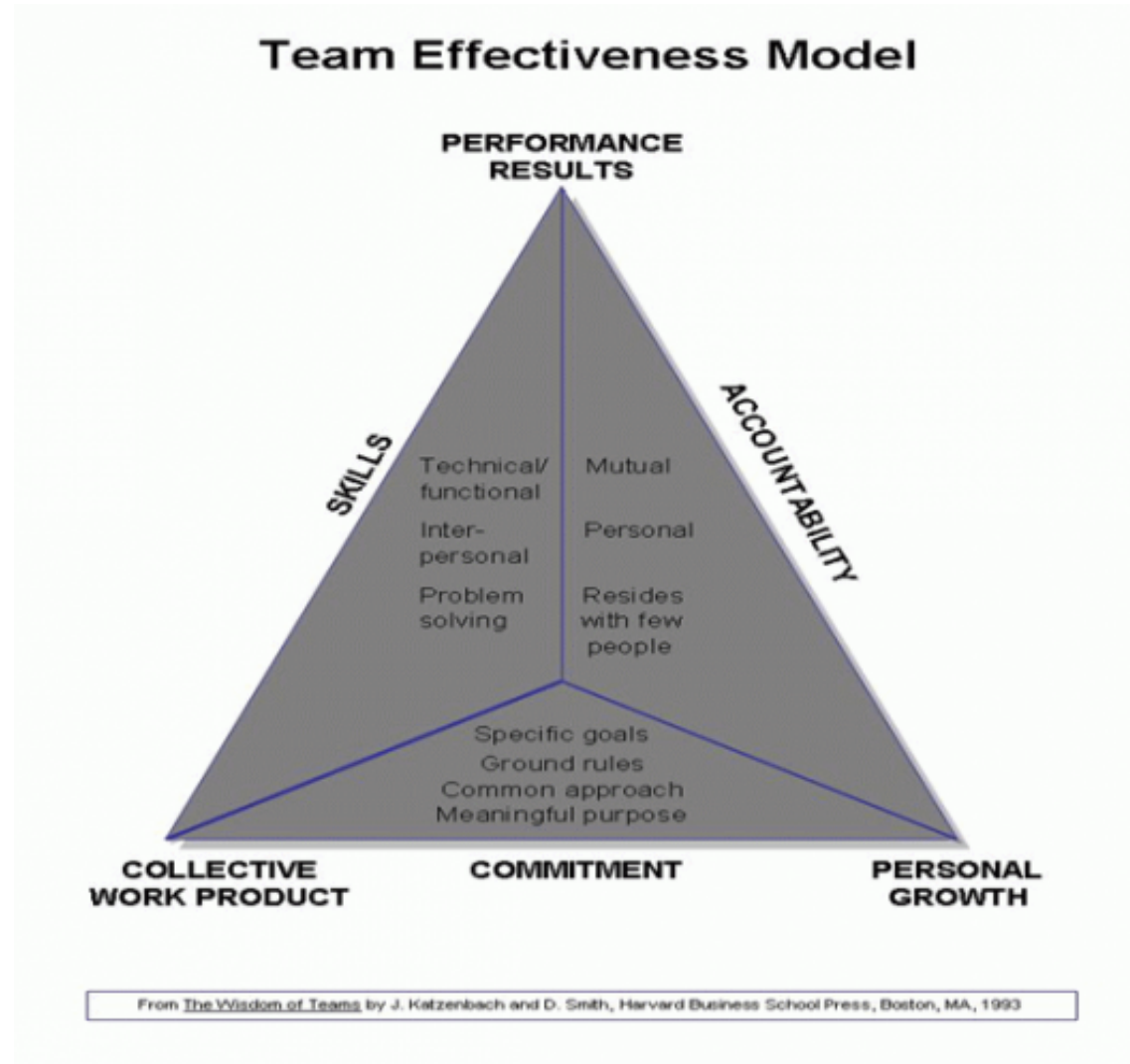
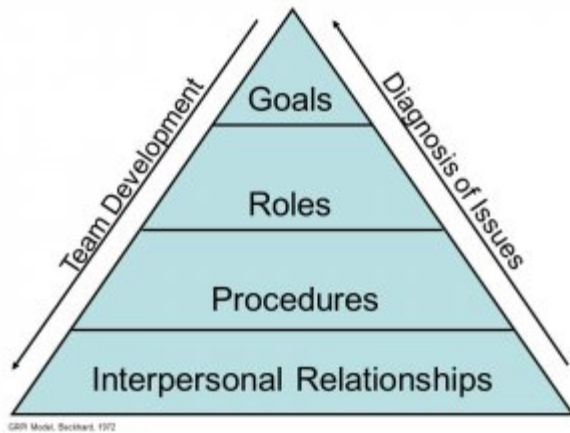
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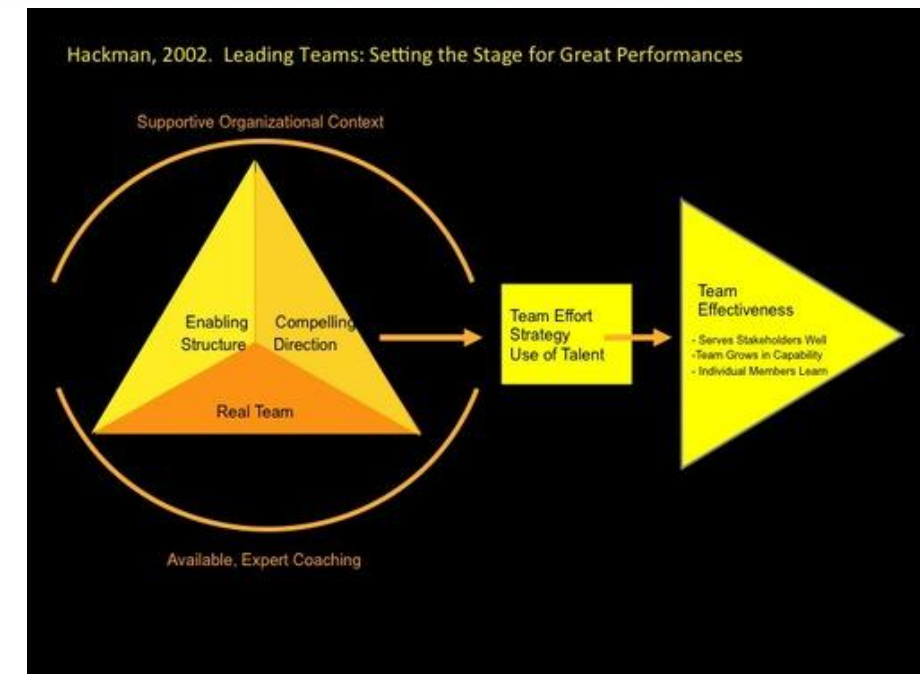
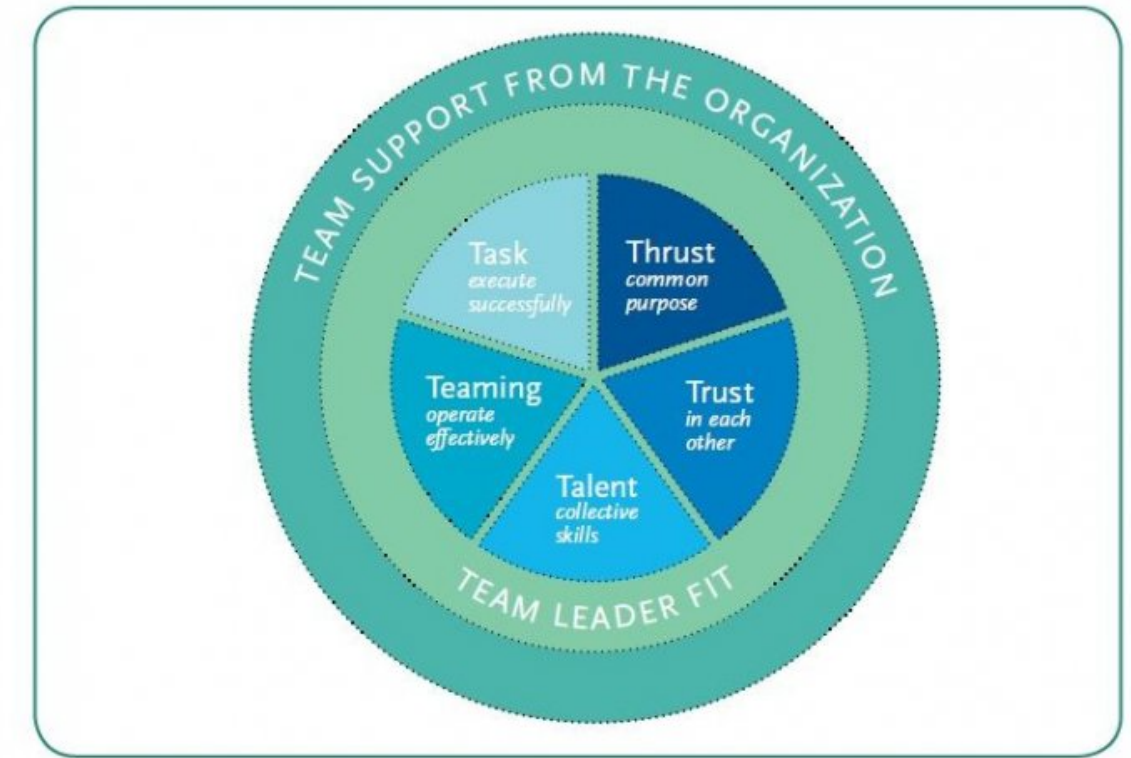
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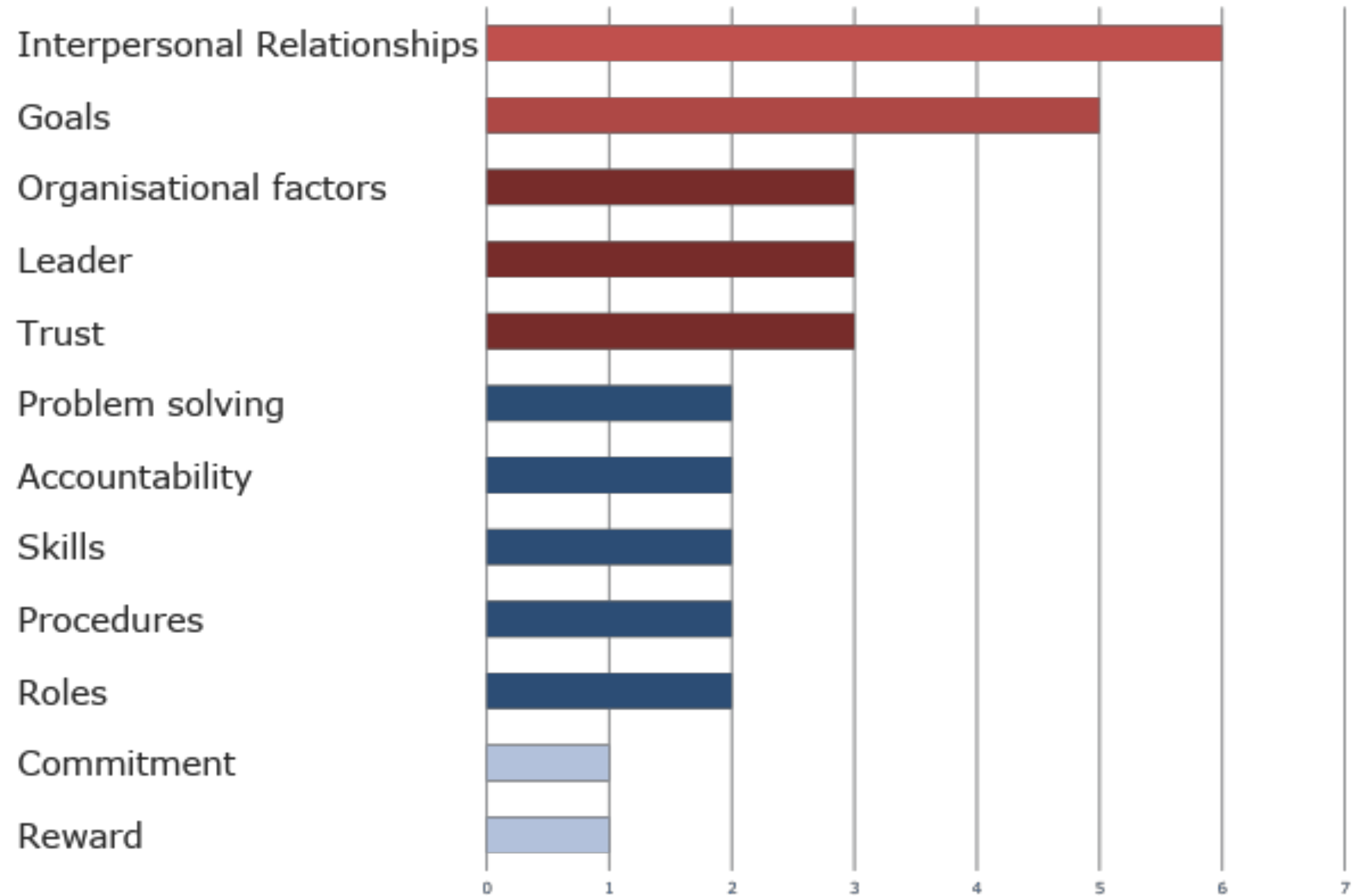
Models of Team Effectiveness



The T7 Model of Team Effectiveness



Unifying Concepts



Practical Examples

Ryan Clark, Founder, Brace Yourself Games

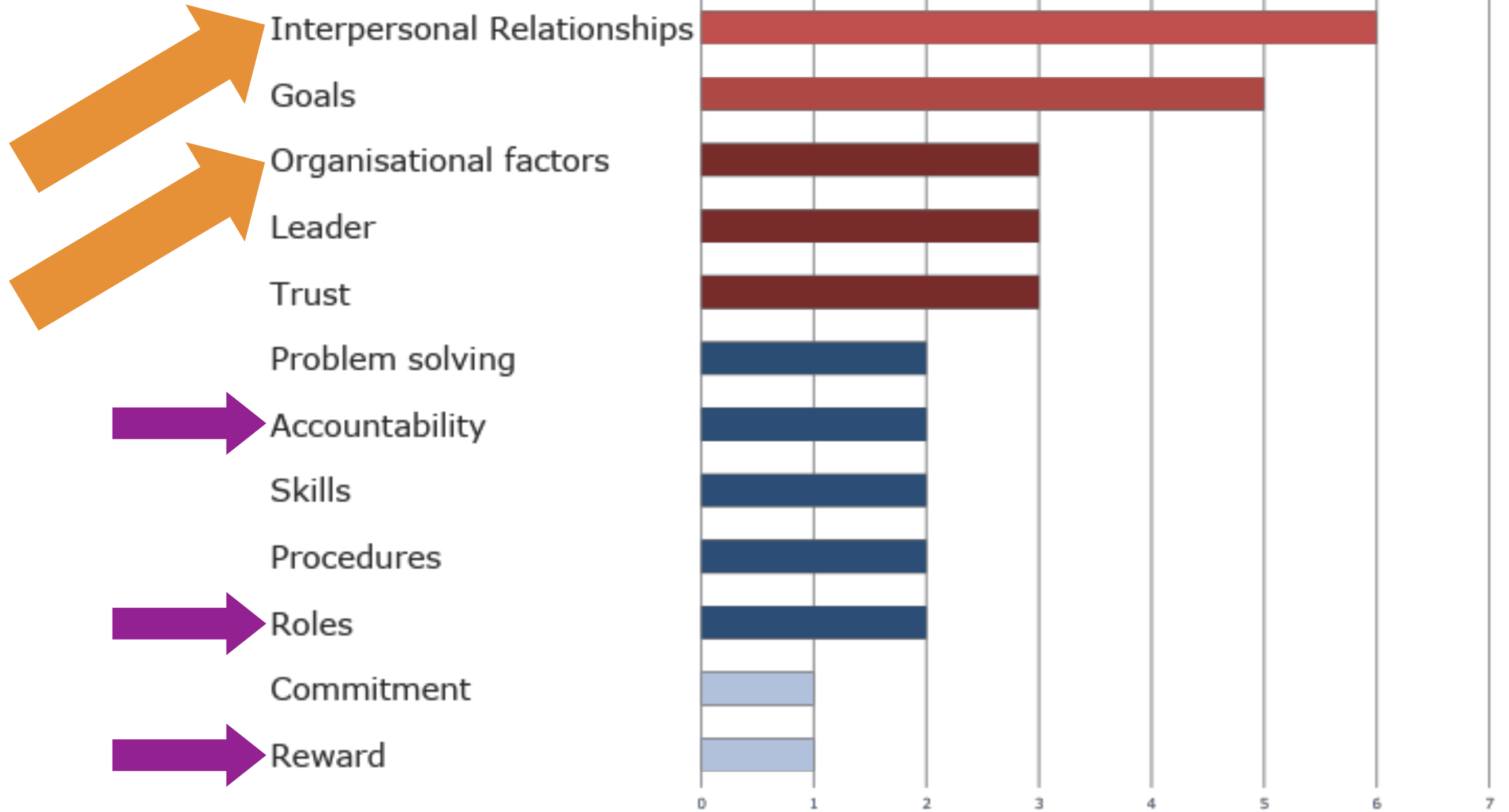
(Crypt of the Necrodancer)



“Design a company that plays to the strengths of the team.”

“There are two sides to every statement: What the speaker intended, and what the hearer understood...leaders need to be extremely good at both sending and receiving.”

“When your coworkers feel like they are your *teammates* rather than your *underlings*, the results are better for everyone involved.”



Managing Interpersonal Relationships

- Transactional Analysis
- Information Manipulation Theory

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DEARMAN

Describe situation.

Express yourself.

Assert yourself.

Reward.

Mindful of objectives.

Appear effective.

Negotiate.

BUILD

Label the **B**ehavior.

Show you **U**nderstand.

Explain the **I**mpact.

Listen to their point of view.

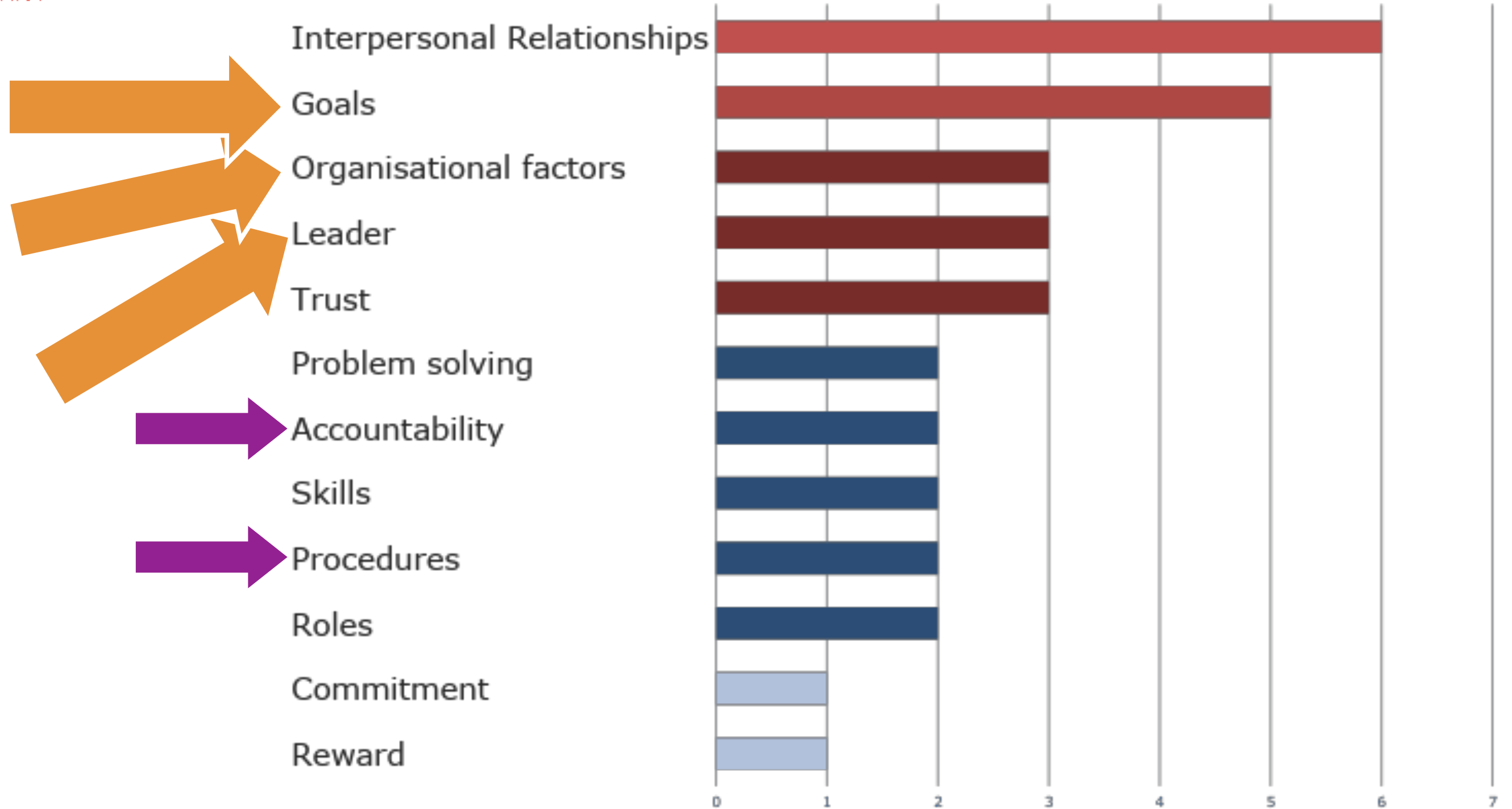
Offer a **D**ifferent behavior.

Emre Can Deniz, COO Mayday, prev Founder/CEO Opaque Space (*Earthlight*)

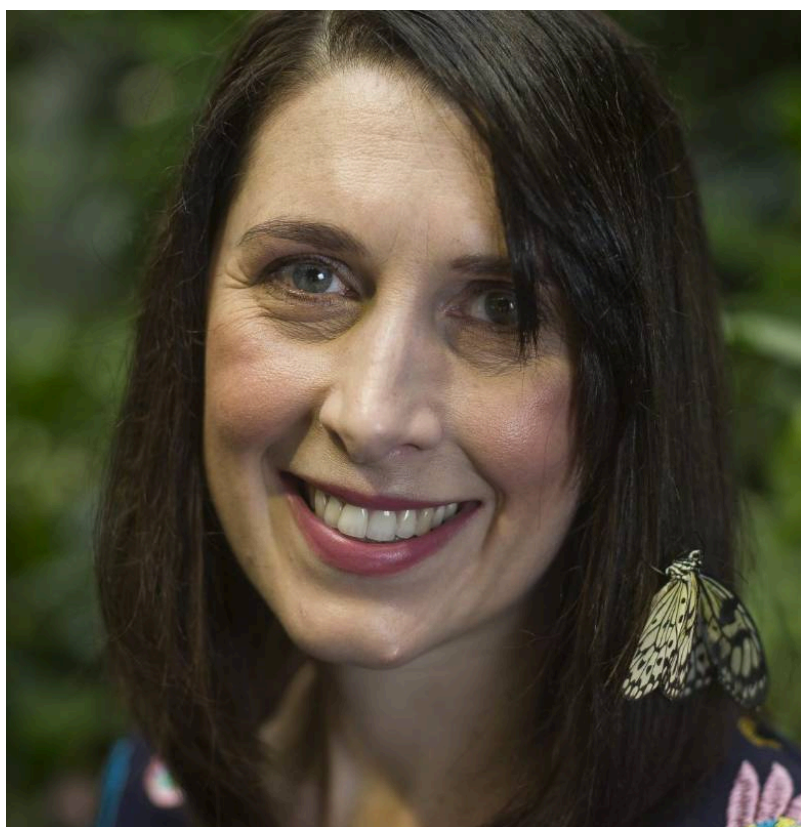


“Leadership is a form of service.”

“The leader’s role is to remove any barriers that exist to the employee achieving their full potential.”



Zoe Hobson, Managing Director Runaway Play (*Furistas Cat Cafe*, *Flutter*)



ALDEN WILLIAMS/Stuff.co.nz

“Surround yourself with great people whose skills compliment yours, and trust them.”

“Care about your people.”

“Be honest and open with the people you lead and they will be honest and open in return.”



Interpersonal Relationships

Goals

Organisational factors

Leader

Trust

Problem solving

Accountability

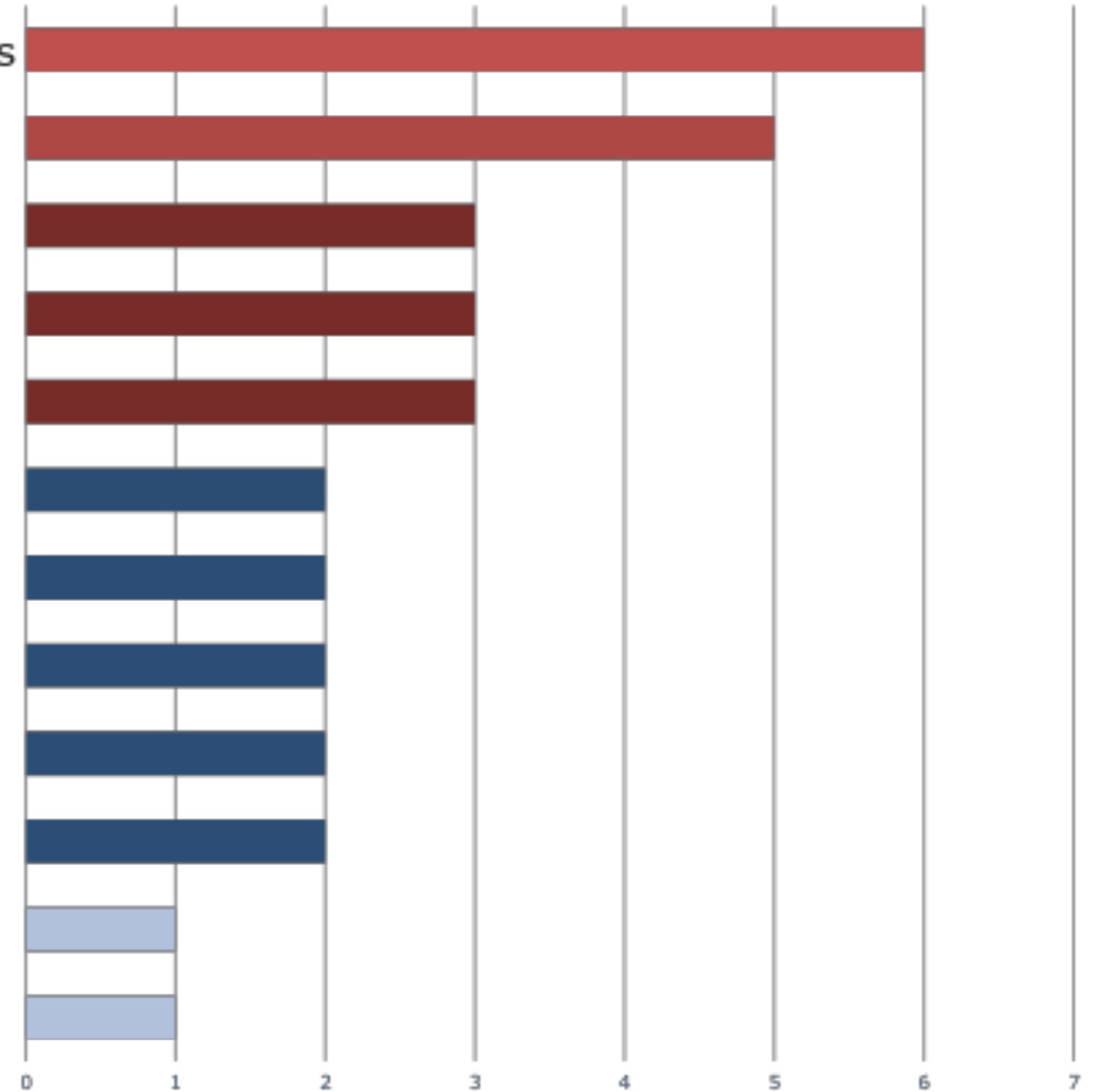
Skills

Procedures

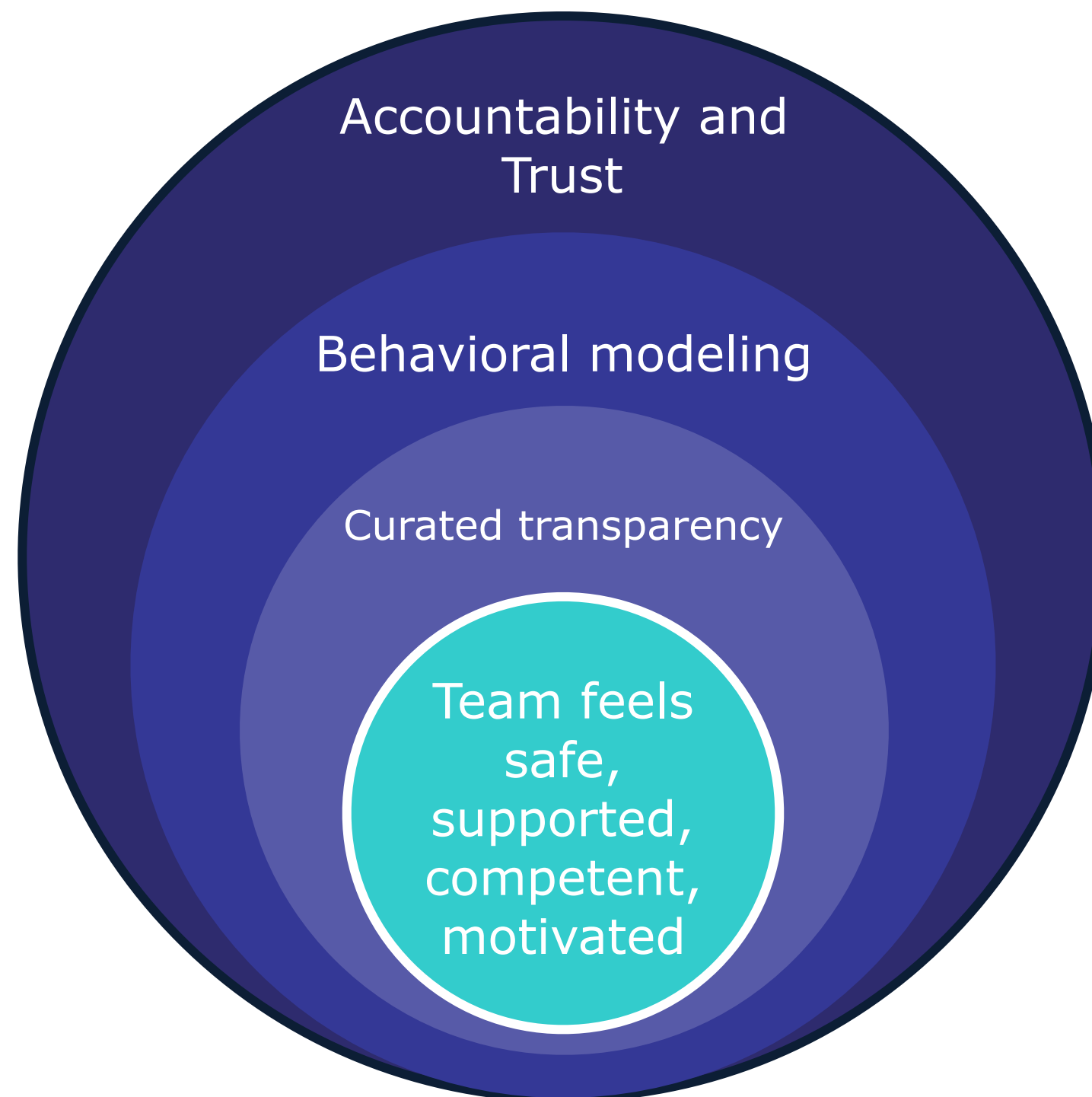
Roles

Commitment

Reward



Ethical Leadership



Herzberg's Motivation-Hygiene Theory

Minimise Dissatisfaction

- Protect against discrimination
- Accommodate for pressures outside of work
- Have a mental health protocol
- Tackle socioeconomic disadvantage

Maximise Satisfaction

- Maintain a defined direction
- Ensure resources are available
- Give responsibility and reward achievement

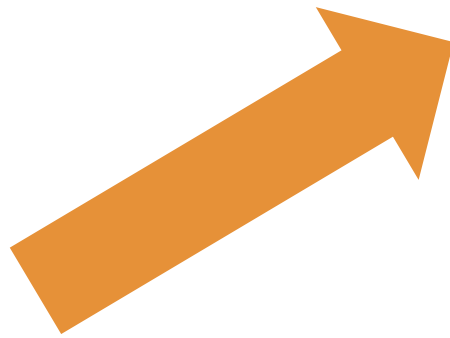
Blake Mizzi, Director and Co-Founder, League of Geeks (*Armello*)



“Have a set of principles that you and your studio stand for.”

“Always take the high road.”

“You are a sum of the people you surround yourself with.”



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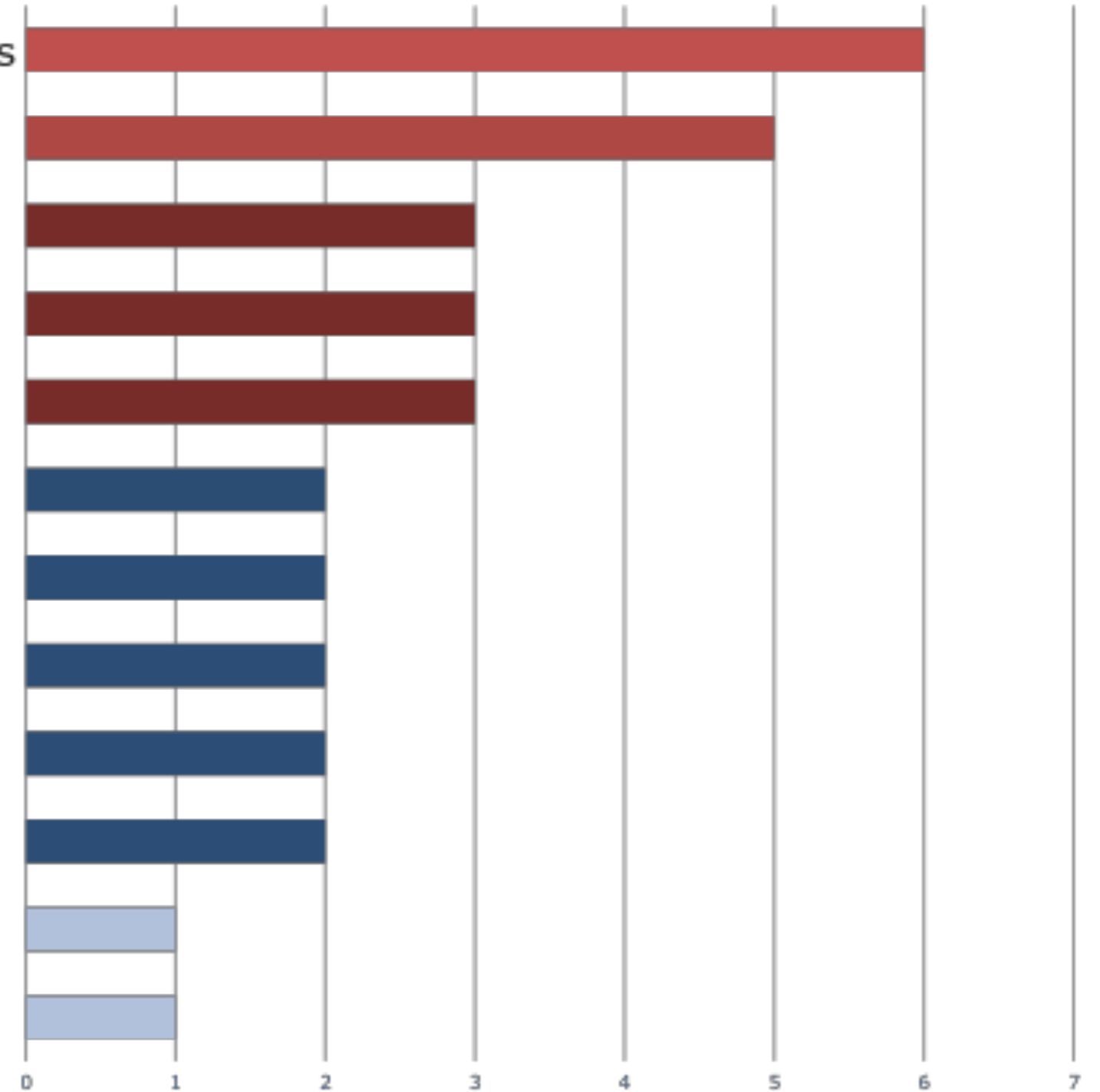
Skills

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Transformational Leadership Theory

- Fostering individual identity to shape collective identity
- Behavioural modeling (again!)
- Fostering moral standards and creating an ethical climate

Huge Thanks to...



Runaway



Find mental health resources at
checkpointorg.com

