



**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# We Need to Talk About Games Leadership<sup>®</sup>



**Melissa Phillips**

*Director,  
Games Leadership<sup>®</sup> Network & Academy*



**#GDC2024**

# What is Leadership?



**MARCH 18-22, 2024** **#GDC2024**







**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**



**#GDC2024**





**MARCH 18-22, 2024** **#GDC2024**







**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Agenda

1. Introduction
2. Agenda
3. Games Leadership® Network & Academy
4. Power
5. Power and the Games Industry
6. Moving forwards
7. What this means for you



**#GDC2024**



**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Takeaways

- What is power and how does it show itself in the Games Industry?
- What is your power and what choices are available to you in 2024?
- How can we better support and retain the senior talent pipeline?
- What needs to change and how can you help move the industry forward to more healthier practices?



**#GDC2024**





**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

**What is your power and  
what choices are available  
to you in 2024?**



**#GDC2024**



**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Who am I?



GAMES LEADERSHIP  
**NETWORK**



GAMES LEADERSHIP  
**ACADEMY**



**#GDC2024**





**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**



# GAMES LEADERSHIP NETWORK



**#GDC2024**



**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

## 1-1 Coaching (Emerging Leaders)

Designed to help support 'Emerging Leaders' within marginalised groups, who might not yet be in a Leadership position yet but want to explore their potential.

## Executive Coaching (Changemakers)

For those working in Games at a Senior Level (e.g. CSuite, Directors, Leads & Senior Managers or 'Change Makers') who have a specific goal to improve their workplace.







**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# 90 Devs

# 75 Studios



**#GDC2024**



point of view  
**Power** [pau  
ability to c  
right of go

*Keltner, D., 2016. The power paradox: How we gain and lose influence. Penguin.*

**MARCH 18-22, 2024** **#GDC2024**









**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Power and the Games Industry



**#GDC2024**





**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Sustainability vs Regeneration



**#GDC2024**

## “Coaching has helped me most with...”

- Rise of Self Confidence 16%
- Dealing with Anxiety 13%
- Leadership Skills 13%
- Making a specific change to my life 13%
- Career Progression 12%
- Making a change to my workplace 9%
- Personal Problems 7%
- Relationships 5%
- Time Management 3%
- Organisation 2%
- Other (self reported categories) 6%

Games Leadership Network CiC 2023 Impact Report  
(Available at [www.gamesleadership.com](http://www.gamesleadership.com))





**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# 'Imposter Syndrome'



**#GDC2024**



**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Leading with Fear

**New Leaders**

**Ego Leaders**

**Reluctant Leaders**



**#GDC2024**





**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# 'Imposter Syndrome'



**#GDC2024**



**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Why aren't we talking about this?



**#GDC2024**





**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Moving forwards



**#GDC2024**





**MARCH 18-22, 2024** **#GDC2024**







**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

**People are weird!**  
**(and that's ok)**



**#GDC2024**



**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# What does this mean for you?

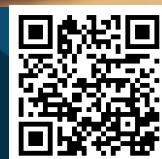


**#GDC2024**





**MARCH 18-22, 2024** **#GDC2024**







**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Your Power



**#GDC2024**





**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

**What is your power and  
what choices are available  
to you in 2024?**



**#GDC2024**



**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Get involved!

## (+ free resources)



**#GDC2024**



**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**



GAMES LEADERSHIP  
**ACADEMY**

**X**



GAMES LEADERSHIP  
**NETWORK**

**Free CPD**  
**Course!**



**#GDC2024**





**MARCH 18-22, 2024**  
**SAN FRANCISCO, CA**

# Thank You!

[www.gamesleadership.com](http://www.gamesleadership.com)



GAMES LEADERSHIP  
**NETWORK**



GAMES LEADERSHIP  
**ACADEMY**

**#GDC2024**