

GDC

BILZARD

ENTERTAINMENT



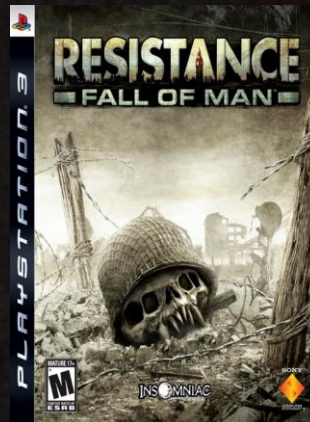
Teaching Your Team To Fish

ANIMATION LEADERSHIP

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ANIMATION LEAD DIABLO

Who am I?





Goals

- Sharing Leadership Knowledge
- Leadership can come from anyone
- Importance of Soft Skills
- A different take on leadership
- Foster your culture

Two key components

PILLARS



PHILOSOPHIES



Philosophies

- What do they mean for us?
 - ◆ An overall holistic view of your team
 - ◆ Provide a compass for decision making skills
 - ◆ Alignment for your team's path with the project
 - ◆ Individual career growth
 - ◆ Habits that become second nature

Share Our Philosophies

- Talk Early Talk Often
- Context is Key
- We are the Support Class
- Game Developer First

Pillars

- How do they help us?

- ◆ Day to day alignment
- ◆ Specific to discipline
- ◆ Animation direct yourself
- ◆ Actionable feedback
- ◆ Consistent results

Camera

Animations read from the game camera

Gameplay

The game is responsive and intuitive, it feels good to play




Believability


Animations are believable for the world we have created



Theme



Movements are distinct and bring to life the characters



Does the formula work on other projects?



Application

- Trust

- ◆ Don't micro manage
- ◆ Give ownership
- ◆ Make it safe to fail

- Asset Feedback

- ◆ Focused
- ◆ Non-lateral

- Hiring

- ◆ Consider pillars and philosophies
- ◆ Create questions for team culture

Application

- Alignment

- ◆ Actionable career feedback
- ◆ Listen and Wait
- ◆ Transparency

- Leadership

- ◆ Stay a small team
- ◆ Large output
- ◆ Tackle any project
- ◆ Lead by example
- ◆ Succession Planning
- ◆ Involve the team in the process

Recap

- ◆ How to make the special sauce something you can actually explain
- ◆ If you believe it and act on it your team will follow
- ◆ People will rise to the occasion
- ◆ Alignment means you can hit the target faster
- ◆ Clear actionable feedback will get results
- ◆ Trust, Transparency, and Honesty are key
- ◆ Clear examples and tests for easy understanding
- ◆ The formula can work on different projects
- ◆ Reiterate and Repeat



Questions?

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