Tough Questions to Improve Your Leadership

(last slide has list of questions and sources / keywords)

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GAME DEVELOPERS CONFERENCE
MARCH 18–22, 2019 | #GDC19

Admitting our flaws

Admitting our flaws

Talking to others in our situation

Admitting our flaws

Talking to others in our situation

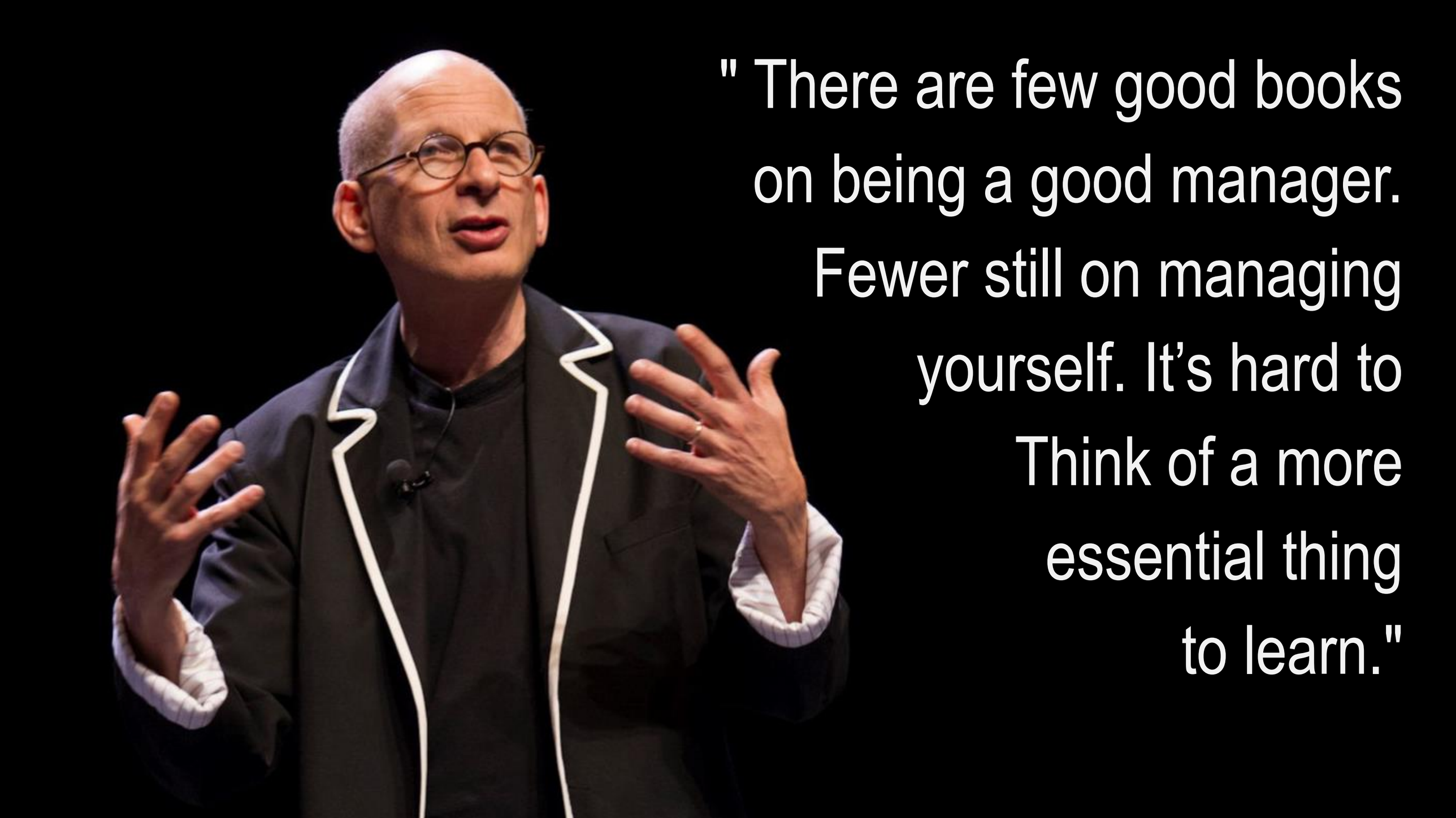
Thinking critically about our practices

public void func()
{
fun=a²+b²;
}

public void Func()
{
fun=a²+b²;
}

public void Func()
{
fun=a²+b²;
}

Are you your own worst boss?


" There are few good books
on being a good manager.
Fewer still on managing
yourself. It’s hard to
Think of a more
essential thing
to learn."

How do you let your team know you're listening?

Discussion Time!

One-sentence idea of how we can make our employees feel appreciated and heard, and more empowered in our workplace.

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How much Cognitive Diversity does your team have?

Cognitive Diversity

The measure of how different the approaches and problem-solving styles are of the members of your team.

Facts

Facts

Optimism

Facts

Optimism

Caution

Facts

Feelings

Optimism

Caution

Facts

Feelings

Optimism

Creativity

Caution

Facts

Feelings

Optimism

Creativity

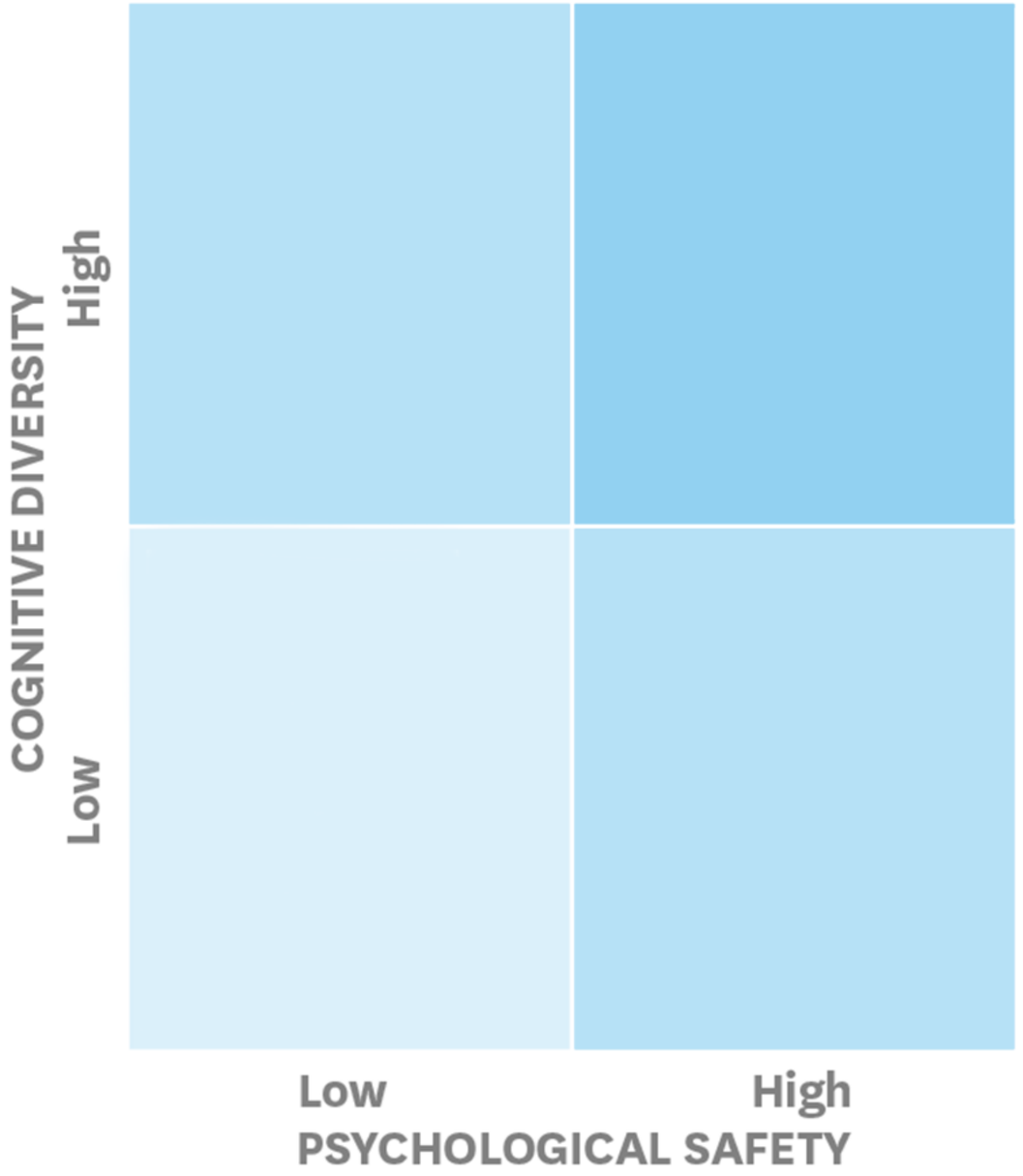
Caution

Process

How much Psychological Safety does your team have?

Psychological Safety

The feeling that you won't be punished when you make a mistake, and that you can be free to speak your mind.



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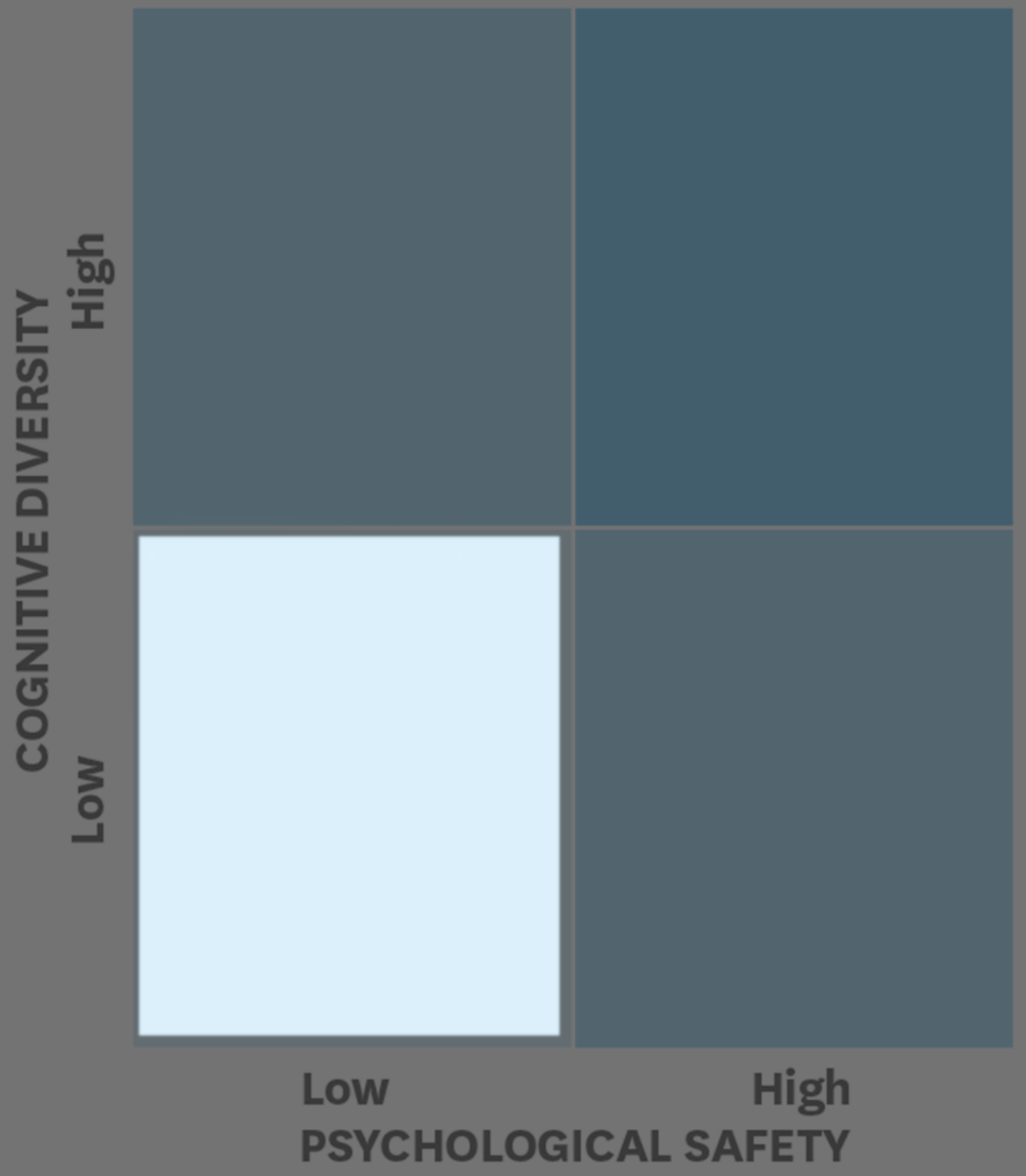

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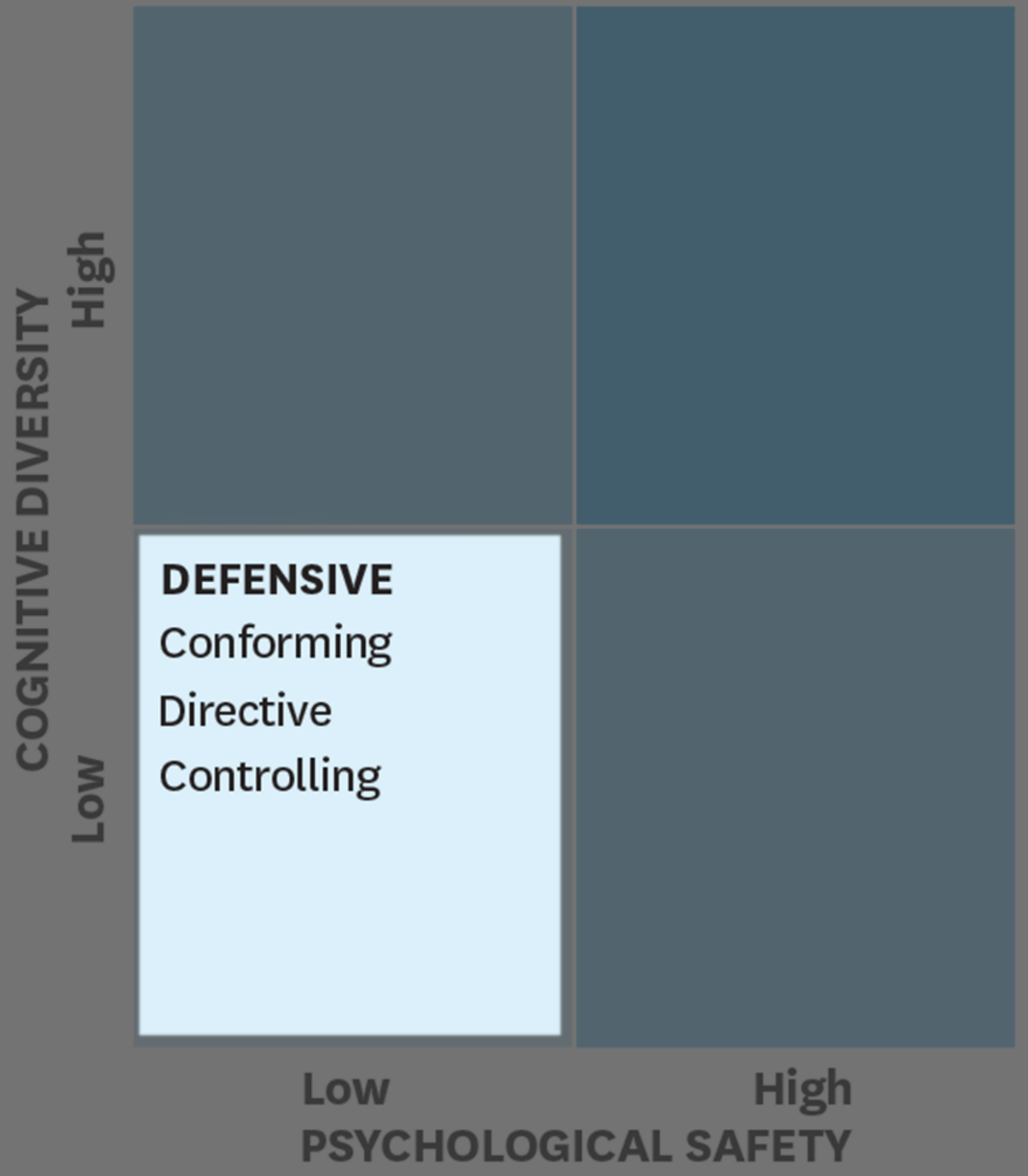

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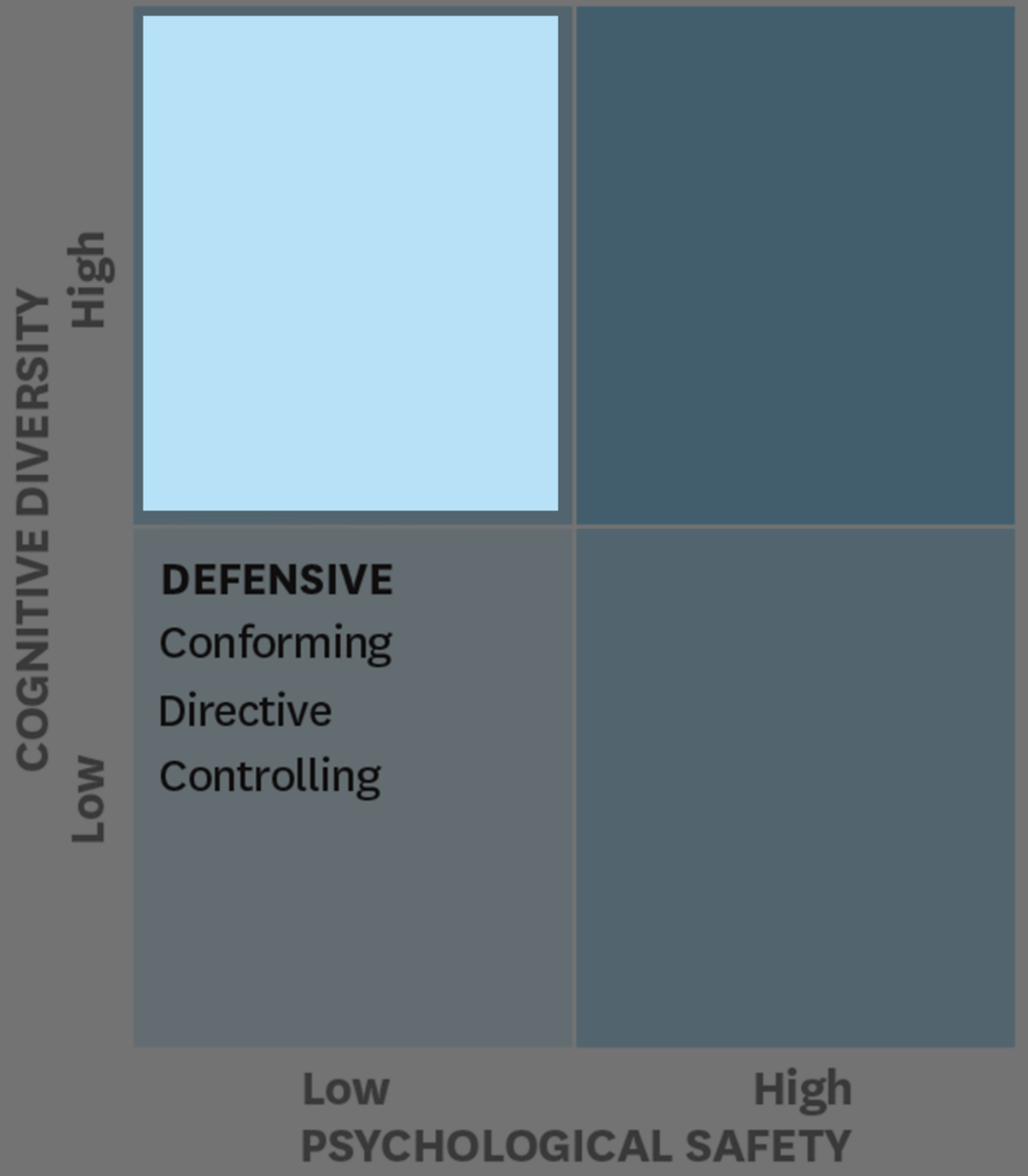

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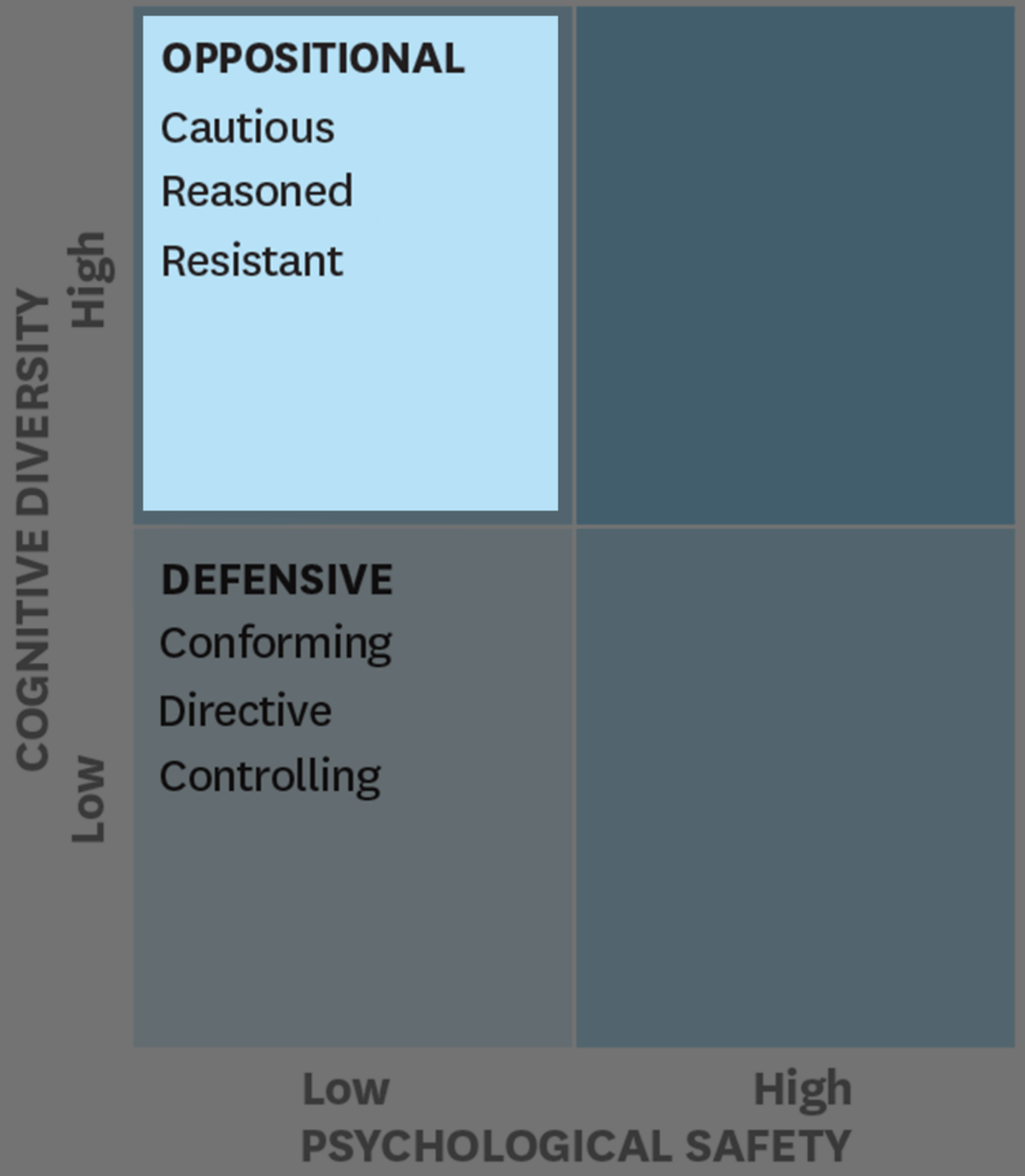

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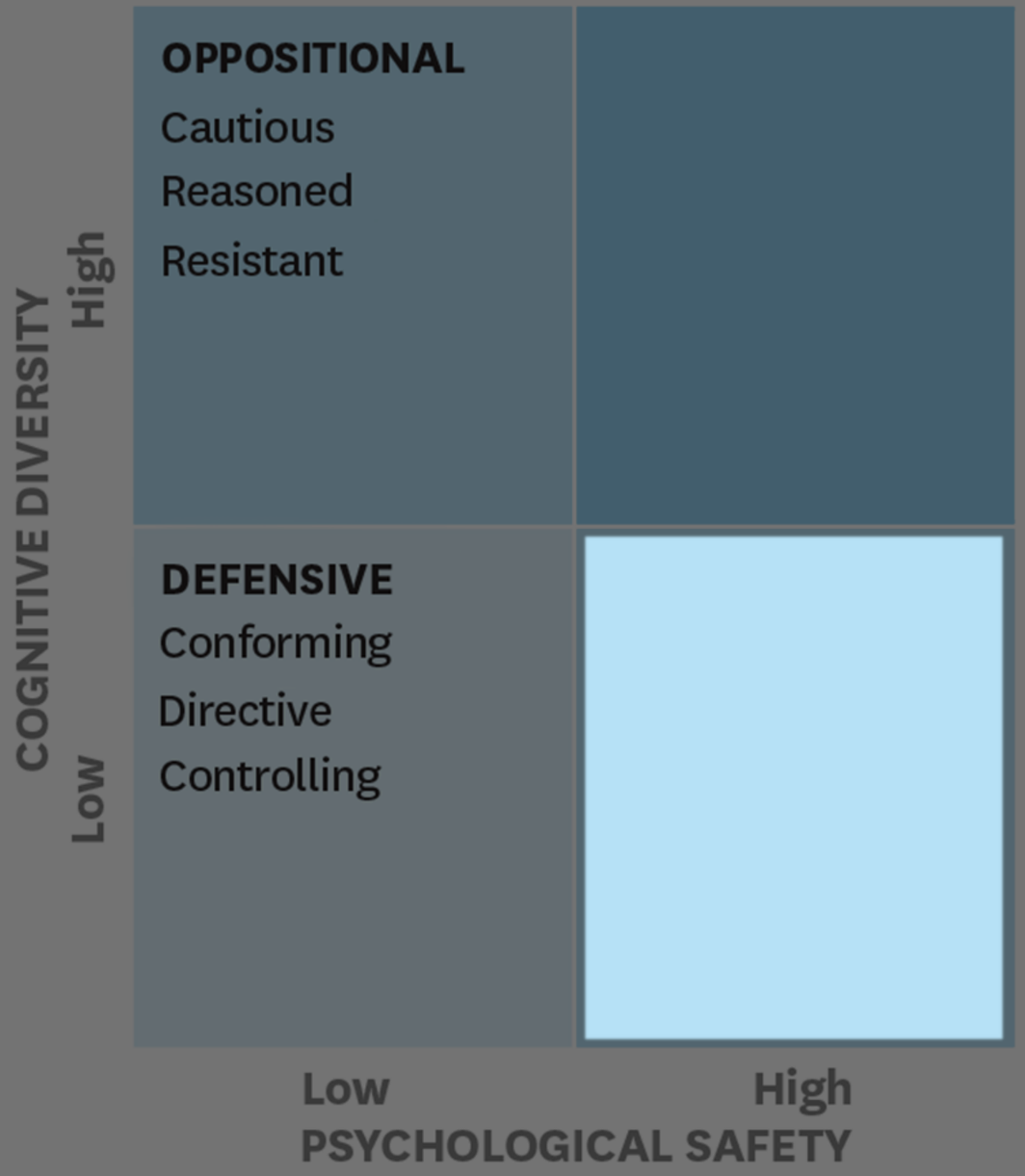

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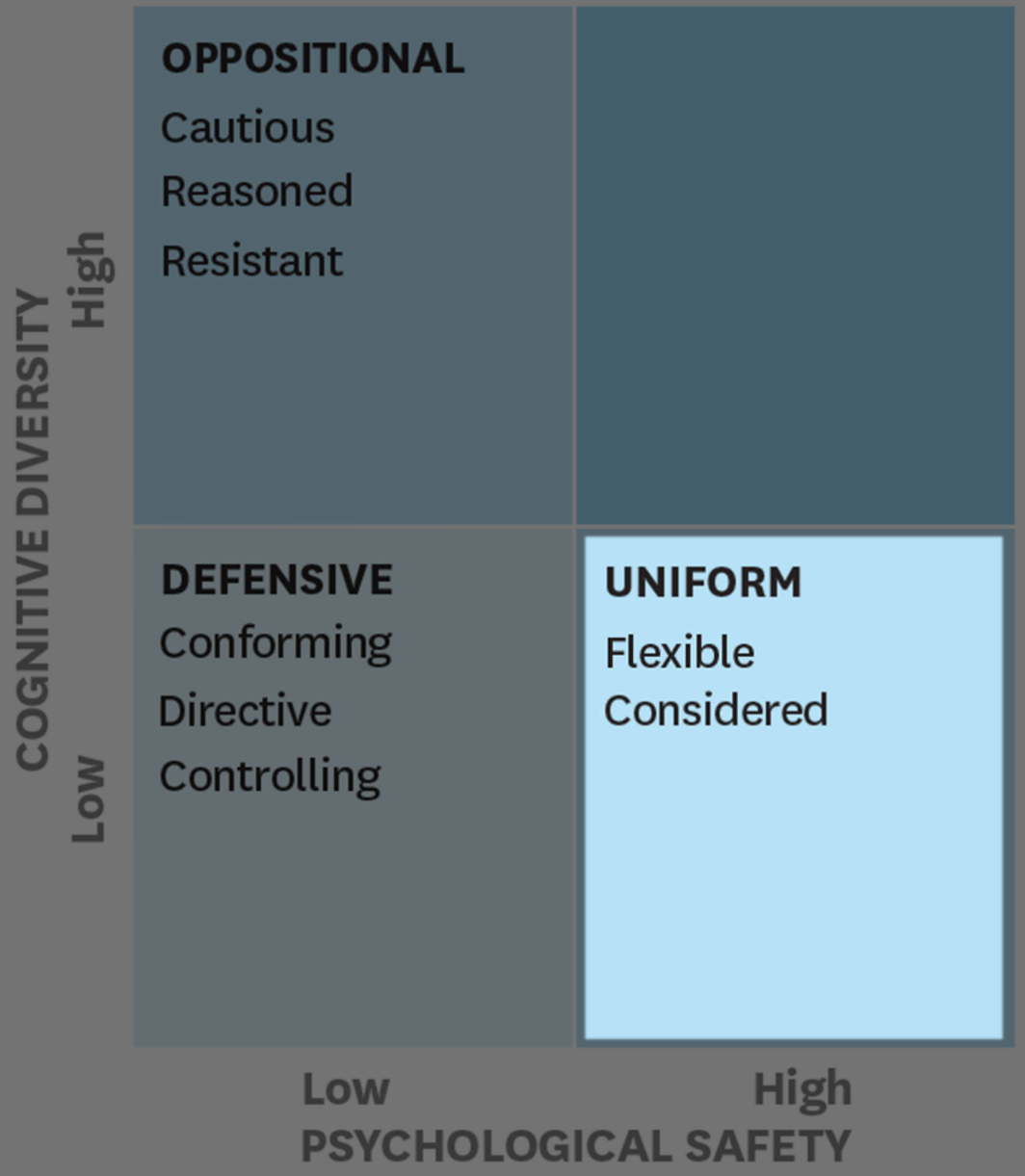

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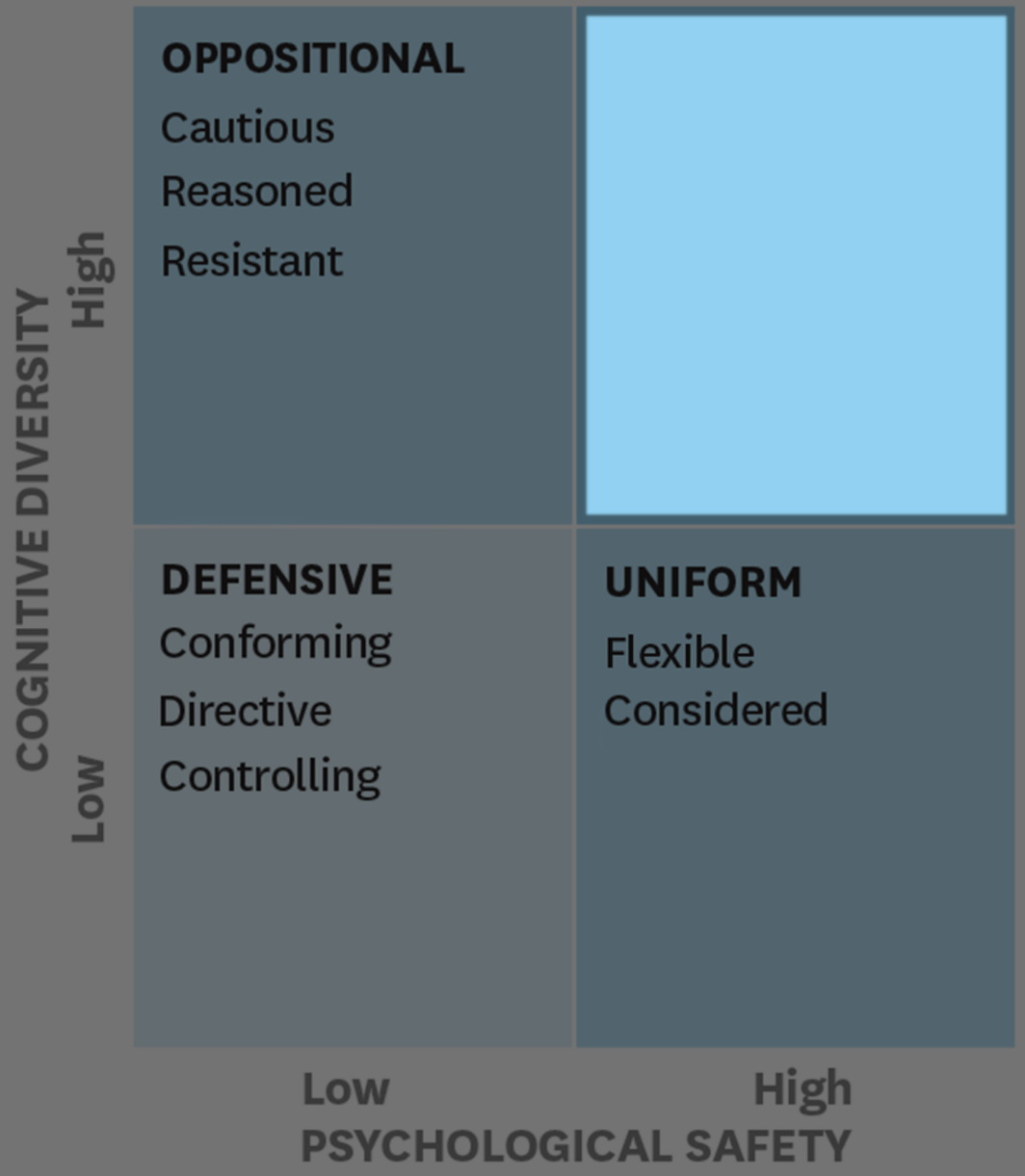

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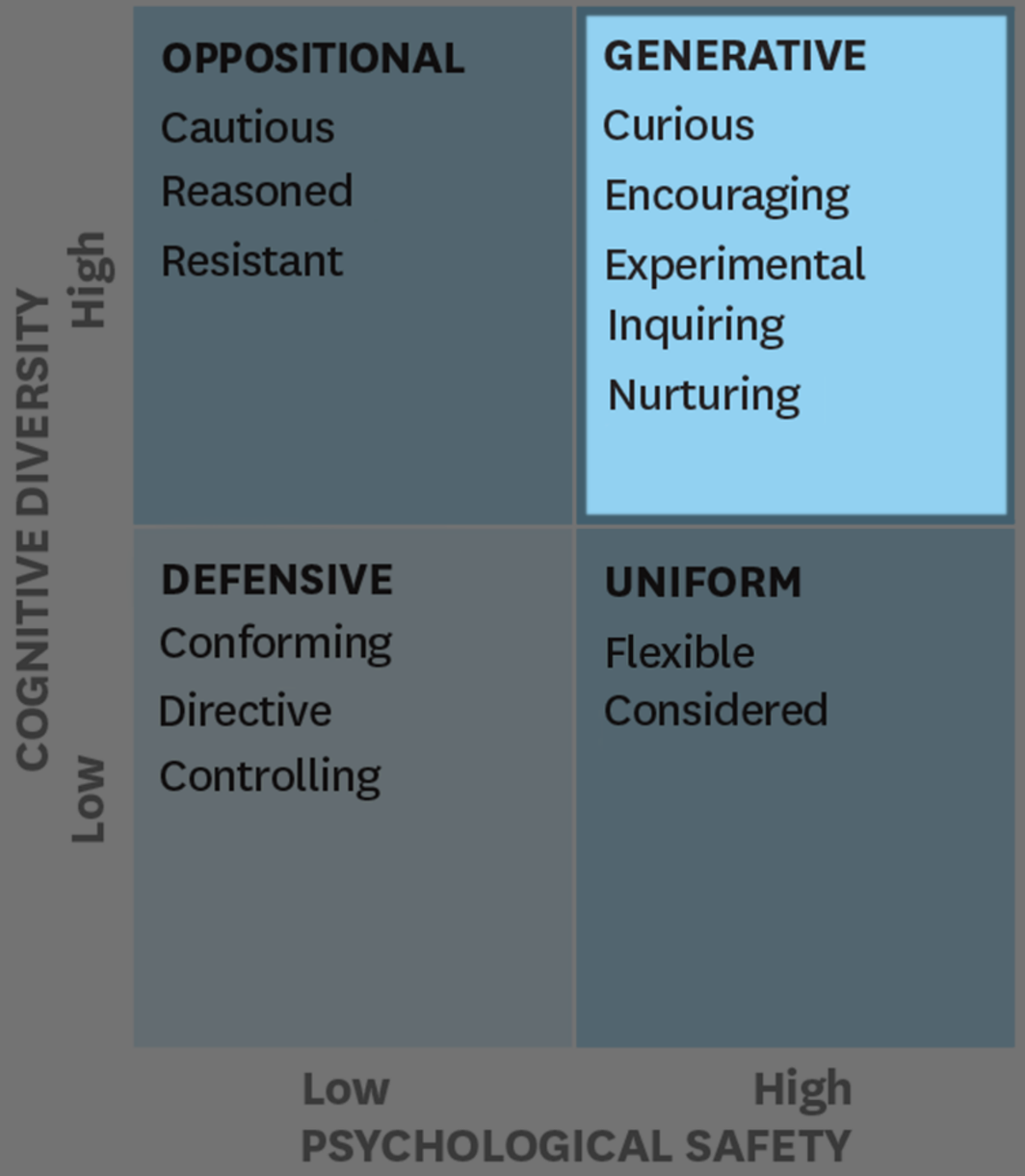

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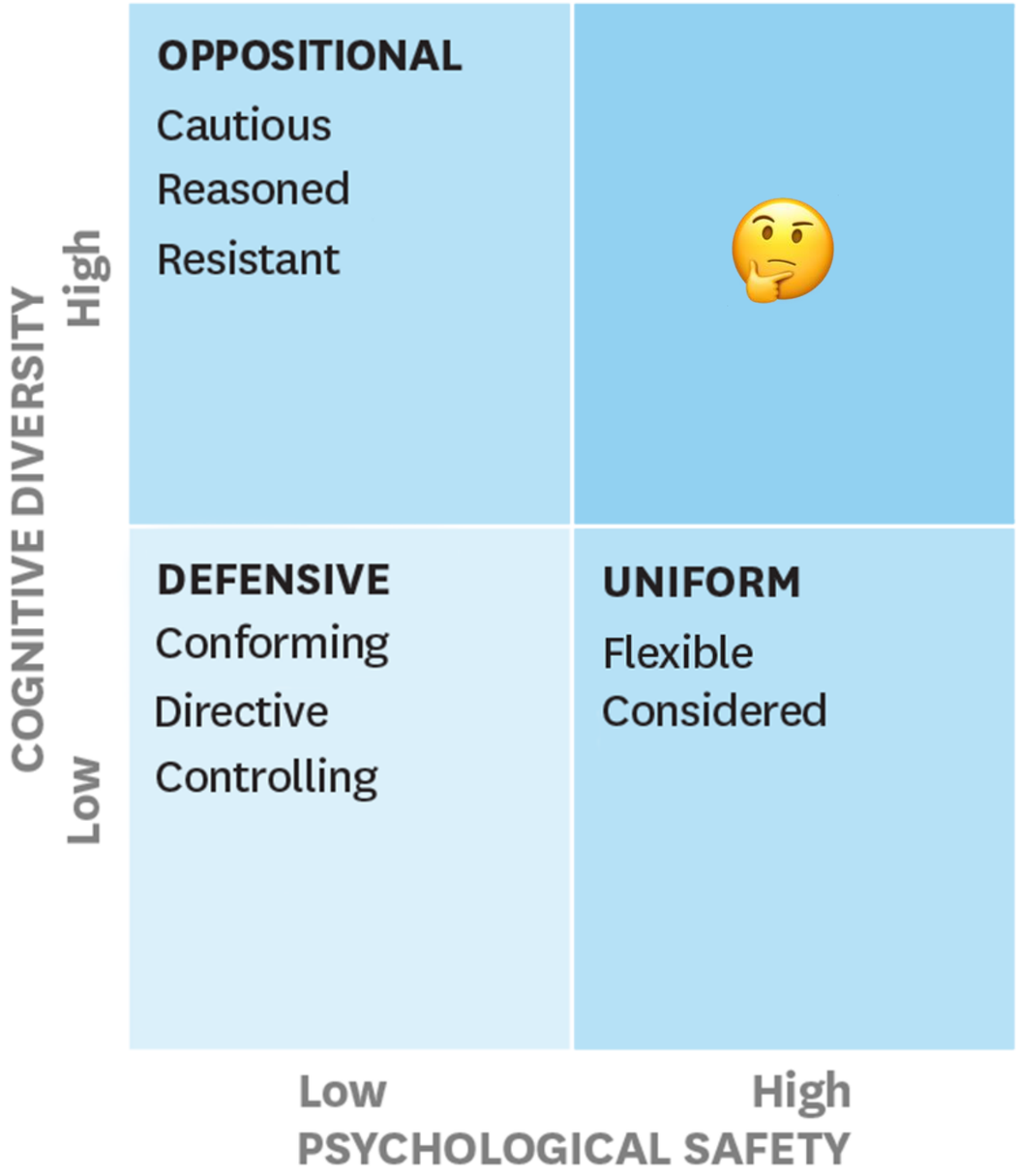

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Cognitive Diversity

Psychological Safety

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MORE QUESTIONS

Are you the Rock?

Are you the Rock?

Vulnerability is
"uncertainty, risk, and emotional exposure"

Do you fall prey to the sunk cost fallacy?

Do you do things based on your role and not knowledge or expertise?

Do you ignore statistics because you think you're different?

Do you reward extroversion over introversion?

“Groups famously follow the opinions of the most dominant or charismatic person in the room, even though there’s Zero correlation between being the best talker and having the best ideas.”

What works for the companies around you?

Paper swap time!

One-sentence idea of your favourite project management thing that you feel is helpful to you and your team.

(trick, tip, quirk, activity, or other thing)

Paper swap time!

One-sentence idea of your favourite project management thing that you feel is helpful to you and your team.

(trick, tip, quirk, activity, or other thing)

Do you fill the space in meetings?

Where do you want to be in 2 years? 5 years? 10 years?

(write it down!)

GDC
Thank you!
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List of Questions

1. Are you your own worst boss? How could you improve your own leadership by improving how you take care of yourself?
   Seth Godin blog post - "Are You Your Own Worst Boss"
2. How do you make your employees or colleagues feel like they're appreciated, heard and empowered?
3. How much cognitive diversity does your team have? How can you promote that?
   Cognitive Diversity
4. How much psychological safety does your team have? How can you promote that?
   Psychological Safety
5. Are you the rock? Are you the static, immovable force that doesn't sway in the face of opposition? Do you show vulnerability? Can you be both? How do you see yourself on this topic?
   The Power of Vulnerability – TED Talk by Brené Brown
6. Do you fall prey to the Sunk Cost Fallacy?
   Daniel Kahneman – Sunk Cost Fallacy, Loss Aversion, Prospect Theory
7. Do you ever do things because of your role and not because of your knowledge or expertise?
8. Do you ignore statistics because you think you're "different"?
   Justin Kruger and David Dunning - "Unskilled and Unaware of it"
   Daniel Kahneman - Superiority Bias & Planning Fallacy

List of Questions

9. Do you reward extroversion over introversion?
   TED Talk by Susan Cain - The Power of Introverts
10. What project management tips could you learn from other studios?
11. Do you fill the space in meetings? Try not doing it, see what happens.
12. Does your team know where do you want to be as an individual in 2 years? 5 years? 10 years? Do you know where they want to be (each person)?
13. How adaptable is your organization? Have you ever answered "that's just how we do it here" or worse, "that's how we've always done it" when asked about something you do in your company?
    Adaptability
14. How effectively is "work time" used at your studio? When are people at their most productive? How do you help or hinder this?
15. Do you know the quality of the tasks you're doing, assigning, or being assigned? Do you know which tasks are “chores”?
16. Do you communicate your vision or your feelings properly to your team?
17. Have you considered the unknown unknowns? How do you plan for those?
    Daniel Kahneman – The unknown unknowns
18. Do you give advice that you shouldn’t give?