

The Power of Introspection: The Fuel that Keeps Teams Resilient

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Why focus on 'resilience'?

Founded in 2001 in an apartment in Amsterdam, Streamline has grown through the ages of technology revolutions, economic downfalls, and global pandemics.

Our resilience makes us thrive in today's environment, and collectively allowed us to grow product development excellence, supply chain adaptability, and deep ecosystem expertise despite the challenges.



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As Streamline evolved from a service provider to a game developer to a publisher, we have:

- Attracted and grew top talent (**Talent Retention**)
- Built ground-breaking technology and processes (**Creativity**)
- Amassed hard-fought and won experiences (**Crisis Management**)
- Established leading brands (**Business Continuity**)



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Individual Resilience

VUCA-tolerant individuals
(*volatility, uncertainty, complexity, ambiguity*)

Characterized by high emotional intelligence and desires to introspect and understand who they are, what they're motivated by, and what gives them purpose. Value-oriented



Team Resilience

Relationship, network and support structures lifting individuals through wins and challenges.

Built by creating opportunities for team members to understand and challenge each other, through honest and open conversations.



Organizational Resilience

Building the infrastructure to allow business to evolve organically. Organization's ability to lead and drive change within the organization.

Creative, diverse and inspired teams contribute to evolving business models and moving your business forward.



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(1) Individual Resilience

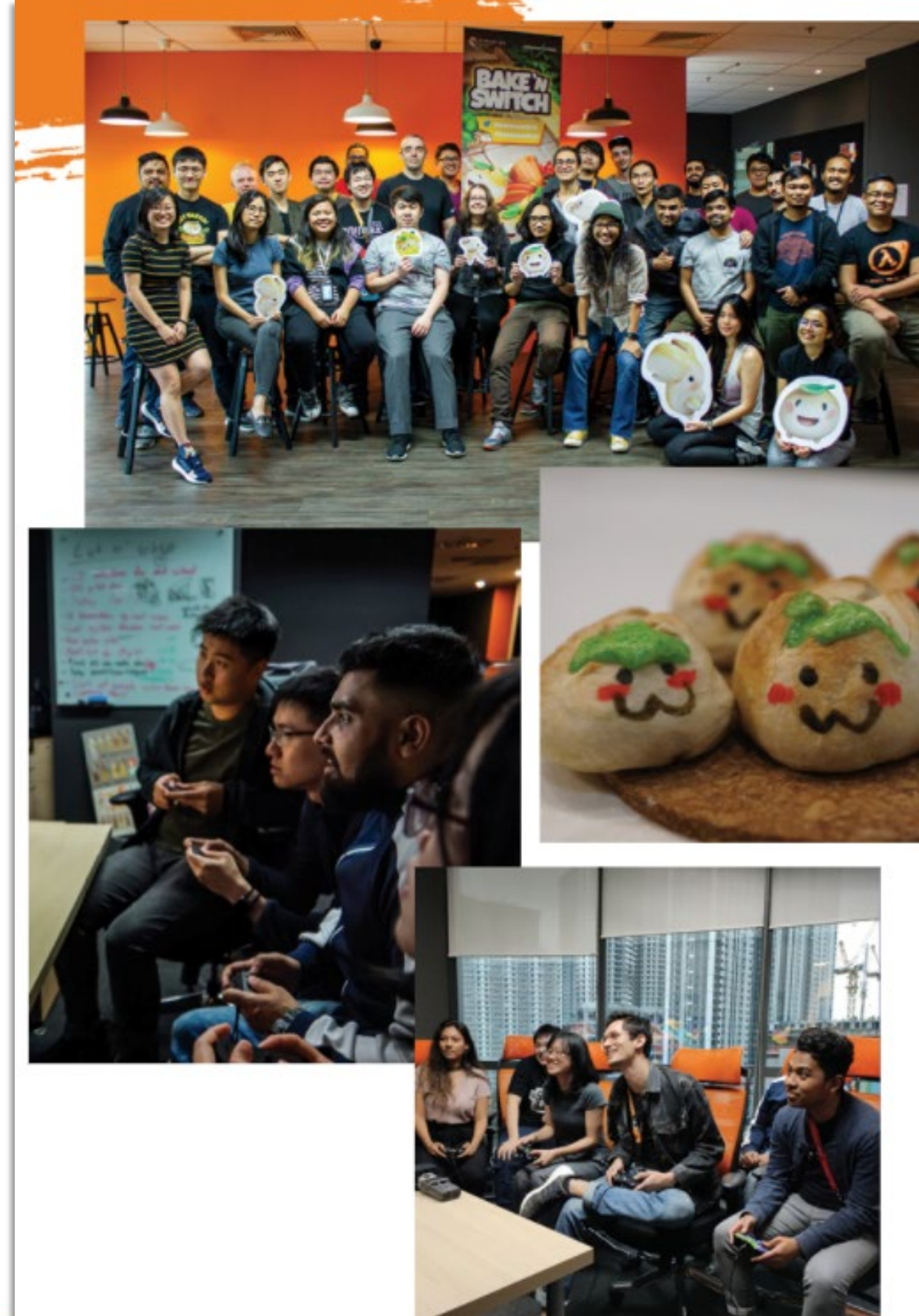
Our hiring process is designed to **find and hire** VUCA-tolerant individuals with high emotional intelligence.

Removing pre-requisites that narrow down the diversity pool.

Diverse teams from all walks of life (sciences, art, finance, hospitality, entertainment, etc.)

Interviews focused on open and frank conversations about who they are and their values.

Open applications



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(2) Team Resilience

We **retain** VUCA-tolerant and high EQ individuals and bring up others around them, **building relationships, network and support systems** within the organization.

VUCA managers train their teams, nudging them to reflect on their strengths, motivators and fears.

- *Regular 1-1s*
- *Mentorship programs*

We organize sessions to reflect, verbalize and connect their feelings with output, as a group. Building trust bank.

- *Roundtable discussions*
- *Book-clubs*
- *Lunch-and-learns*
- *Weekly NPS (net promoter score) exercises*

Emphasis on meritocracy (Kaizen and performance).



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(3) Organizational Resilience

We let VUCA talents **create** their own career **paths** and have deliberately built our business with contingency and space for innovation, growth and experiments.

Introduction of brands in 2018:

- Diversified revenue streams and customer base
- Introduced focus and specialization of careers

New brands launched after incubation:

- Streamframe
- Day Zero by Streamline
- Strength from independence and strength from building ecosystems.



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Lifecycle video game development for entertainment and enterprise sectors.
5 brands designed for diversity & focused growth



TECHNICAL CREATIVE SOLUTIONS

Tech Artists and Story Tellers focused on media and pioneering game technology.



ENGINEERING THE FUTURE

Deep game development expertise to solve today's business challenges.



ORIGINAL PRODUCTS

Licensed Engineers and Designers developing original IP, ports, and remakes.



CREATIVE ARMY AT SCALE

Artists and 3D world-builders focused on exclusive partnerships.



GLOBAL QUALITY

QA, localization, and shipping at rapid pace for global deployment.



150+
Staff



3
Continents



43
Nationalities



4 Published
Games



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(3) Organizational Resilience

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Identifying and investing in high potential individuals/products.

- Flat hierarchy
- Decision-making and control
- Safety net created from diversification of revenue stream



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Individual Resilience

Finding VUCA-tolerant and high EQ individuals



Team Resilience

Creating environment that can retain those talents



Organizational Resilience

Building the infrastructure to allow business to evolve organically.
Organization's ability to lead and drive change within the organization.

Creative, diverse and inspired teams contribute to evolving business models and moving your business forward.



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THANK YOU



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