UBISOFT

BREAKING DOWN BARRIERS

HOW GREAT MENTORS BECOME EVEN GREATER LEADERS

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THEY/THEM

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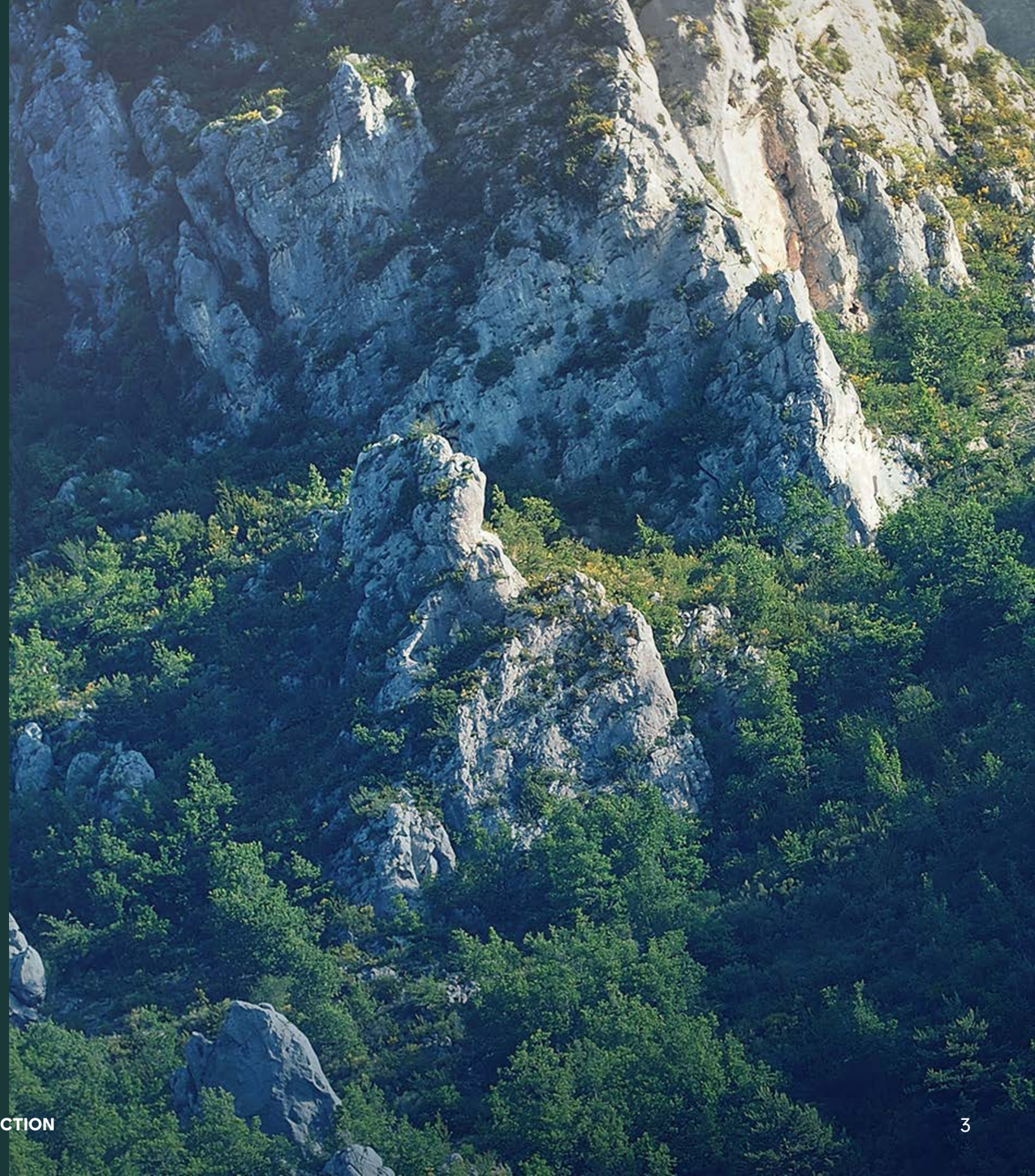
MAKING GAMES SINCE 2005

* NOT COVER ART

WHY AM I GIVING THIS TALK?

- Supported **by mentors**
- Supported career development
- Inspiration to **give back** to the community & industry
- As a marginalized dev I want to **open opportunities**



SUMMARY

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MENTORSHIP EXPERIENCE

PART 2

WHAT DOES IT MEAN TO BE A MENTOR?

PART 3

HOW MENTORSHIP BUILDS STRONG LEADERS

PART 4

WHO CAN BE A MENTOR

PART 1

MENTORSHIP EXPERIENCE

AS A MENTEE, MY MENTORS…

- **Introduced** me to their friends and industry connections
- **Helped** me maneuver the industry
- Listened and **gave feedback**
- **Believed in me** when I wasn't able to
- Inspired me to **give back**

AS A MENTOR...

MENTORSHIP PROGRAMS **AT UBISOFT**

DEVELOP AT UBISOFT

UBISOFT INDIE SERIES
PRESENTED BY NATIONAL BANK

UBISOFT TORONTO next 10th ANNIVERSARY

MENTORSHIP PROGRAM

UBISOFT TORONTO × ROYAL ONTARIO MUSEUM

YOUTH FUSION

MENTORSHIP **OUTSIDE** OF UBISOFT

igda®

Girls in Tech Conference

eco spark
discover • act • change

PART 2

WHAT DOES IT MEAN TO BE A MENTOR?

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SUPPORT SKILL DEVELOPMENT & GROWTH

HELP MANEUVERING THE INDUSTRY

SUPPORT SKILL DEVELOPMENT & GROWTH

- Listening to **individual needs**
- **Offer direction**, resources, and best practices
- Support development of **core skills** and job-specific skills
- Discuss possible **career pathways**

HELP MANEUVERING THE INDUSTRY

- Finding and developing a **support network**
- **Share experiences** & provide them with frameworks to handle different situations
- **Supporting marginalized people** and making the game industry **more accessible**

WHAT IT DOESN'T MEAN

- A **"one-size-fits-all"** approach
- **Teaching** vs telling
- Mentorship is **not** for profit

PART 3

HOW MENTORSHIP BUILDS STRONG LEADERS

WHAT MAKES A GOOD LEADER?

MEANINGFUL COMMUNICATION

ACTIVE LISTENING

BROADENING YOUR HORIZONS

ID STRENGTHS & OBJECTIVES

CAREER DEVELOPMENT

GIVE OWNERSHIP

EMPATHY & RESPECT

TAKING RESPONSIBILITY

MEANINGFUL COMMUNICATION & ACTIVE LISTENING

- Learn to listen to individual **needs** and **support growth**
- Give **actionable feedback** not driven by Emotions (SBI)
- Learn to **tailor** feedback to your audience

BROADENING YOUR HORIZONS

- Understanding that there are **other perspectives**
- **Learning** from other people's experiences
- It's okay to **have questions**

GIVING OWNERSHIP

- Allowing them to **take responsibility** and ownership over their decisions
- **Offering support** to find solutions
- **It’s okay** to fail

CAREER DEVELOPMENT

- Teaching is **also learning**
- Allows mentors **to grow** in their craft
- Identifying **strengths** and areas of improvement

CREATING A SAFE SPACE

- Taking responsibility for **the environment** you are creating
- Learning & showing **empathy** and **respect**
- Understanding languages and situations can change – **being adaptable**

PART 4

WHO CAN BE A MENTOR

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SENIOR DEVELOPERS
PEERS
COLLEAGUES
PEOPLE OUTSIDE OF WORK

PART 5

MAIN TAKEAWAYS

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- Mentorship **benefits** both mentee and mentors
- Opens up more **diverse perspectives**
- Creates opportunities for **marginalized** devs
- Skills learned as a mentor teach and improve your **leadership skills**

MAIN TAKEAWAYS

- **Not all** mentors are managers, not all managers are mentors
- **Everyone** can be a mentor
- **See** if mentorship opportunities exist at your company
- If not, **create** your own opportunities

QUESTIONS?

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THANK YOU