Joshua Rowell & Arturo Robles

A Path to High Performance

Team and Culture Building

Using Game Design
WHO ARE WE?

Arturo Robles Maloof
Solutions Architect, Walmart
Visual Artist and Photographer
Proud Geek!
@RESKIEBAK

Joshua Rowell
Coach, Walmart
Game Master & Designer
Proud Gamer!
@JROWELLTECH
WHY?

TEAM WORK!
HIGH PERFORMANCE!
IMPROVE COLLABORATION!
FIND UNIQUE WAYS OF WORKING!

PUT MORE BUZZWORDS IN POWERPOINT?
“You have to think about culture just as much as you think about strategy to be a better leader.”

- Rosalind Brewer, CEO Sam’s Club
But really...

HAVE FUN!

#WorkLikeYouGame
# My Dream Team

<table>
<thead>
<tr>
<th>Team Member</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joshua</td>
<td>Changling Rogue Guild Leader</td>
</tr>
<tr>
<td>Kevin</td>
<td>Halfling Wizard of Unknown Family</td>
</tr>
<tr>
<td>Amber</td>
<td>Shifter Barbarian Seeking Nobility</td>
</tr>
<tr>
<td>Daniel</td>
<td>Half-Elf Bard of Noble House</td>
</tr>
<tr>
<td>John</td>
<td>Shifter Monk Protector of Eberron</td>
</tr>
<tr>
<td>Craig</td>
<td>Paladin, Embodiment of Good and Glory</td>
</tr>
</tbody>
</table>
EXAMPLE

• Name: Joshua “Penguin” Rowell

• Team: (Enterprise) Coaches
Aspects

**High Concept**
Your subtitle of greatness

**Trouble**
Your Kryptonite

**Additional**
Neutral OR
both positive and negative

- **FUN!**
- **DESCRIPTIVE**
- **Self Fulfilling**
  Prophecy
  (Fake it till you make it)
• Individual High Concept Story Telling Gamer
• Individual Trouble
  “Where am I going?”
Example Aspects

- Team High Concept
  Disruptive Transformers
- Team Trouble
  Lacking Replacements
- Additional Aspect
  Practical Data Usage
Have 2 categories:
• Hard and Soft
• Technical and Business
• Physical and Mystical

BUILD A LIST
• 14-20 Skills
• At least 7 in each category
• 1 - 2 Words for Skills
<table>
<thead>
<tr>
<th>SKILLS (Process / Technical Skills)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>3D Design</strong></td>
</tr>
<tr>
<td><strong>AI Learning</strong></td>
</tr>
<tr>
<td><strong>Automated Testing</strong></td>
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<tr>
<td><strong>C#</strong></td>
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<tr>
<td><strong>Cloud</strong></td>
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<tr>
<td><strong>Cost of Delay</strong></td>
</tr>
<tr>
<td><strong>Data Presentation</strong></td>
</tr>
<tr>
<td>SKILLS (Business / Soft Skills)</td>
</tr>
<tr>
<td>--------------------------------</td>
</tr>
<tr>
<td>Asking Why</td>
</tr>
<tr>
<td>Cat Hearing</td>
</tr>
<tr>
<td>Coaching</td>
</tr>
<tr>
<td>Communication</td>
</tr>
<tr>
<td>Culture Building</td>
</tr>
<tr>
<td>Diplomacy</td>
</tr>
<tr>
<td>Empathy</td>
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</tbody>
</table>
Skill Levels

Great: Your BEST skill
Good: You can teach it
Fair: You’ve practiced it
Average: You can use it
## Our Skills

<table>
<thead>
<tr>
<th>Joshua</th>
<th>Arturo</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Great:</strong> Game Design, Story Telling</td>
<td><strong>Great:</strong> Photography, Leadership</td>
</tr>
<tr>
<td><strong>Good:</strong> Teaching, Lean/Flow</td>
<td><strong>Good:</strong> Visioning, Diplomacy</td>
</tr>
<tr>
<td><strong>Fair:</strong> Shell Scripting, Visioning, Data Research</td>
<td><strong>Fair:</strong> Coaching, Empathy, Story Telling</td>
</tr>
<tr>
<td><strong>Average:</strong> C#, Unity, Java, Coaching</td>
<td><strong>Average:</strong> Cat Hearing, Kanban, Decomposition, Personas</td>
</tr>
</tbody>
</table>
Something special that sets you apart
Shapeshifters
   (The ability to relate with everyone at all social situations)

AUTOMATE ALL THE THINGS! (The ability to automate...)

“I have a game for that!”
   (The ability to relate everything to a game)

Connect the dots
   (The ability to relate items not obviously related)

“Let’s simplify that.” (The ability to break anything down)

Bring the skillz to pay the billz (The ability teach others to do anything)

Jack of all trades (The ability to do anything)
World Building

You don’t game in a silo, nor do you work in one.
Does anyone have the “Let’s draw this out” stunt?

VISUAL ARTIST? UX DESIGNER? HIGH TECH ANTHROPOLOGIST? GAMER?
The Center: Your Team

- The Metropolis
- Town Center: What you Know
- Identify Monuments
An Example of the Final Form
Features outside of your town

Left: Innovation and Paradise
- Plains: Visible goals
  - of Automation
  - of Continuous Everything
  - of Customer Focused
- Oasis: Dream State
  - of Design Thinking
  - of High value
  - of Self-Organzation

Right: Challenges
- Mountains: Obvious Challenges
  - of Wasteful Bureaucracy
  - of Tech Debt
  - of Missing Data
- Crater: Avoid
  - of Poor Quality
  - of “THE incident of 2015”
What about the rest?

Leave space
- Uncertainty
- Change
- New Frontiers!

Be creative!
- Glaciers: Slow Moving
- Dragons: For you are crunchy and taste good with ketchup
- Trolls: Requires a specialist
Map and share your journey!