



Joshua Rowell & Arturo Robles

A Path to High Performance

Team and Culture Building

Using Game Design

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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

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WHY?

TEAM WORK!


HIGH PERFORMANCE!

IMPROVE COLLABORATION!

FIND UNIQUE WAYS OF WORKING!

PUT MORE BUZZWORDS IN POWERPOINT?

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"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

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But really...

HAVE FUN!
#WorkLikeYouGame

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My Dream Team

Team Member

- Joshua
- Kevin
- Amber
- Daniel
- John
- Craig

Role

- Changeling Rogue Guild Leader
- Halfling Wizard of Unknown Family
- Shifter Barbarian Seeking Nobility
- Half-Elf Bard of Noble House
- Shifter Monk Protector of Eberron
- Paladin, Embodiment of Good and Glory

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IDENTITY

EXAMPLE

- Name: Joshua “Penguin” Rowell
- Team: (Enterprise) Coaches



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)



Example Aspects

- 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



Build Your Skills

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

SKILLS (Process / Technical Skills)

3D Design	Database Systems	Lock Picking	Research
AI Learning	Decomposition	Metrics Gathering	Robot Automation
Automated Testing	Flow	Motorcycle Engineering	Scrum
C#	Game Design	Node.js	Sizing
Cloud	Java	Persona Building	Teaching
Cost of Delay	Kanban	Photography	Unity
Data Presentation	Lean	Quality Assurance	Web Design

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SKILLS (Business / Soft Skills)

Asking Why	Etiquette	Leadership	People Leadership
Cat Hearing	Game Mastering	Learning	Social Adaption
Coaching	Hashtagging	Marketing	Social Engineering
Communication	Influence	Mediation	Story Telling
Culture Building	Interpretative Dance	Mentoring	Teaching
Diplomacy	Interviewing	Motivation	User Experience
Empathy	Intimidation	Observation	Visioning

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Great: Your BEST skill

Good: You can teach it

Fair: You've practiced it

Average: You can use it



Our Skills

Joshua

Great: Game Design,
Story Telling

Good: Teaching,
Lean/Flow

Fair: Shell Scripting,
Visioning, Data Research

Average: C#, Unity,
Java, Coaching

Arturo

Great: Photography,
Leadership

Good: Visioning,
Diplomacy

Fair: Coaching,
Empathy, Story Telling

Average: Cat Hearing,
Kanban, Decomposition,
Personas



Stunts

Something special that sets you apart

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Stunts - EXAMPLES

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.

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*Does anyone have the
"Let's draw this out" stunt?*

VISUAL ARTIST?

UX DESIGNER?

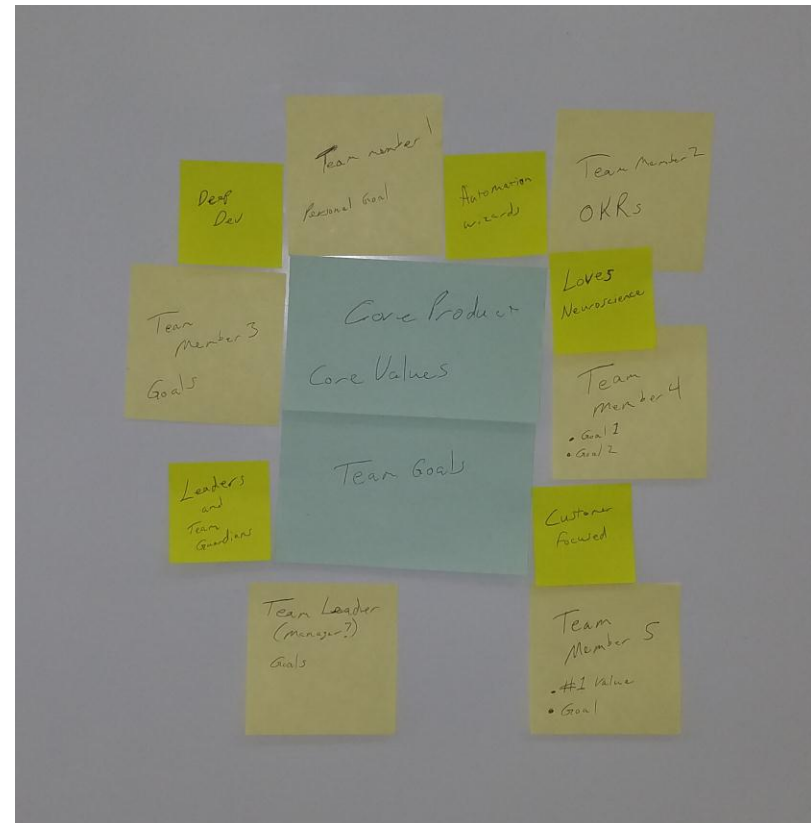
HIGH TECH ANTHROPOLOGIST?

GAMER?

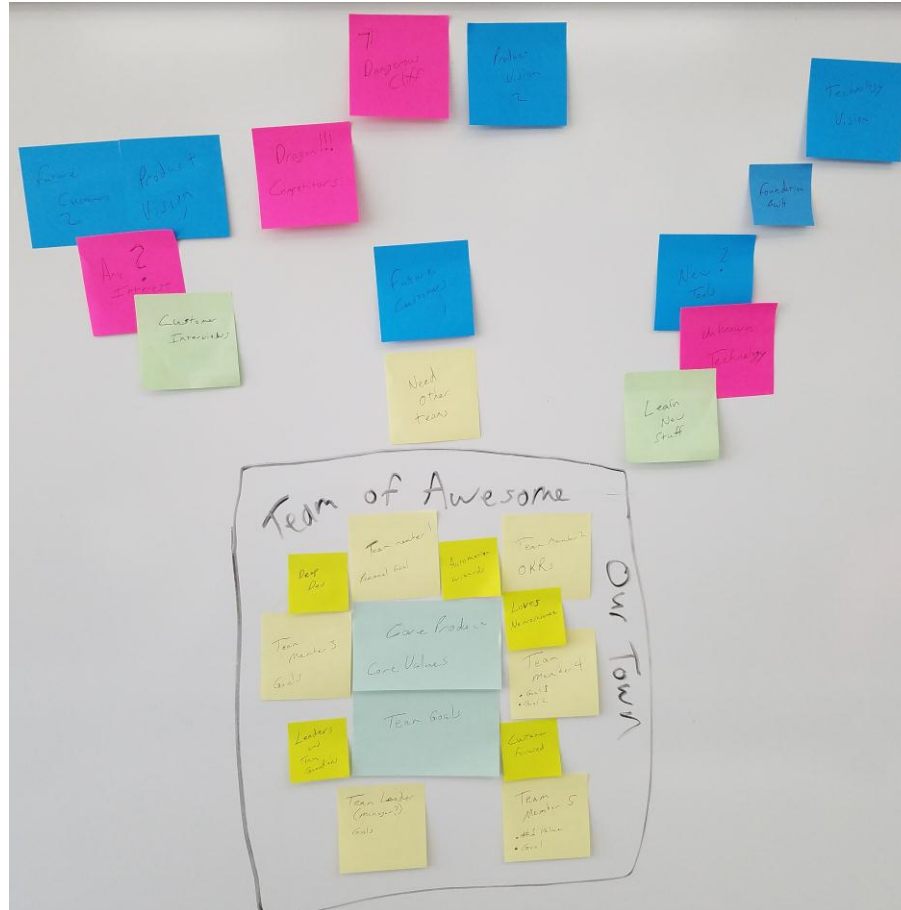
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The Center: Your Team

- The Metropolis
- Town Center:
What you Know
- Identify Monuments



An Example of the Final Form



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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-Organization

Right: Challenges

- Mountains: Obvious Challenges
 - of Wasteful Bureaucracy
 - of Tech Debt
 - of Missing Data
- Crater: Avoid
 - of Poor Quality
 - of "THE incident of 2015"

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What about the rest?

Leave space

- Uncertainty
- Change
- New Frontiers!

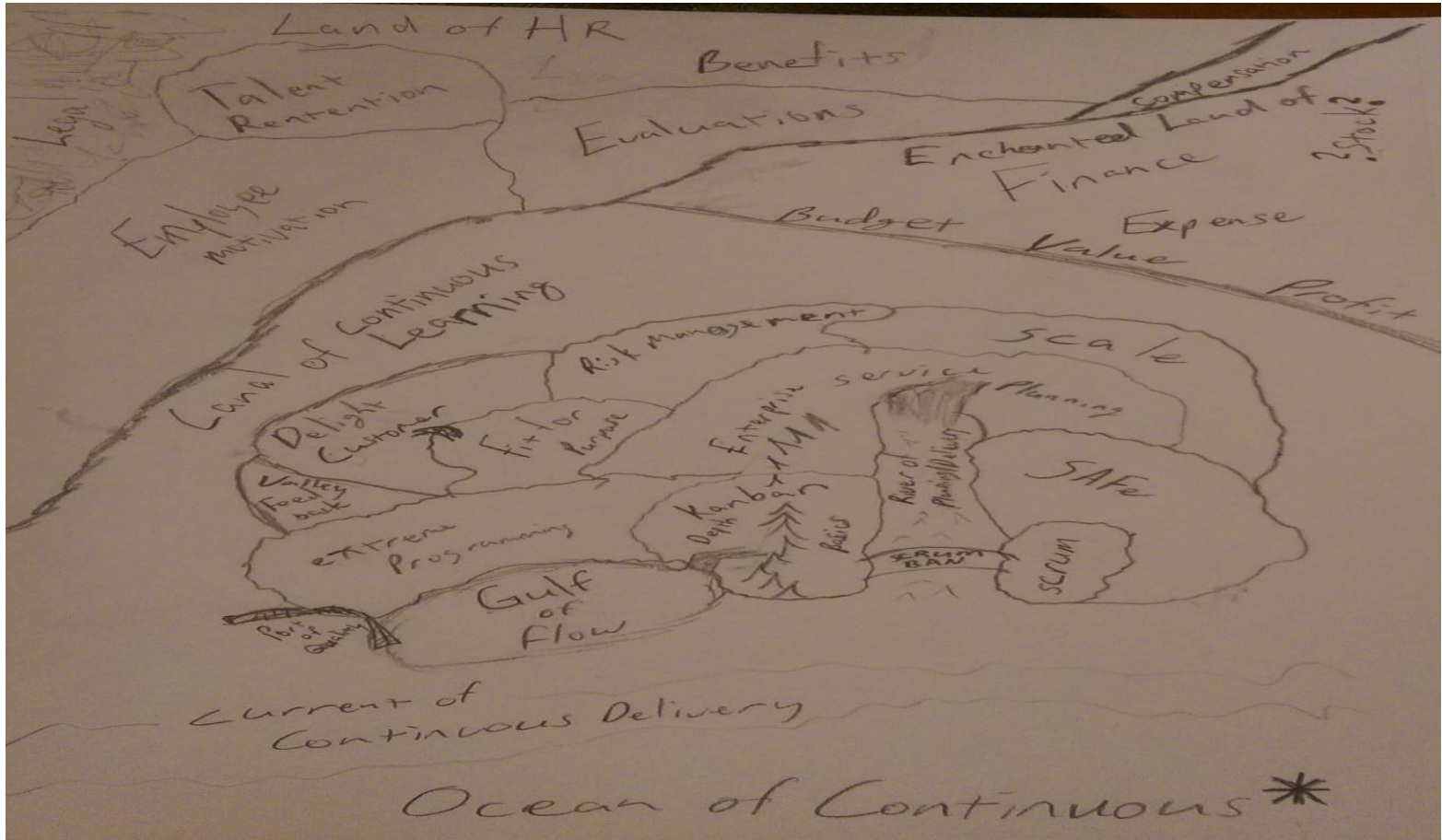
Be creative!

- Glaciers: Slow Moving
- Dragons: For you are crunchy and taste good with ketchup
- Trolls: Requires a specialist



Map and share your journey!

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