Lead the Play

Derek W. Wade
@derekwwade
dwade@kumido.com

#WideMind
widemind.org

Leadership Lessons from Space Pirates
AVIATION

MANAGEMENT & LEADERSHIP

Derek W. Wade

PRODUCT DEVELOPMENT

COMPLEXITY

TEAM SCIENCE
@derek w wade
@wade@kumido.com

Wide Mind ≠ ∑ individual minds

“ELEPHANT!”

“Fan”
“Spear”
“Wall”
“Rope”

Health Website Problems Weren’t Flagged in Time

Healthcare management oversight and coordination among technical teams pre
vented real-time decision making and efficient response to ad
dress the issues with the site,” said an administration rep
resentative over the weekend.

#WideMind

Derek W. Wade
@derek w wade
dwade@kumido.com

www.kumido.com
Taking a Glimpse Into the Future by Playing?

**Robert Lohmann**

1. University of Passau, Germany
2. See all articles by this author
3. Search Google Scholar for this author

**Abstract**

*Background.* This article analyses whether an experimental *policy-simulation* might help political scientists in making *predictions about prospective situations*. Within the presented simulation-game, two groups of

The untapped potential of virtual game worlds to shed light on real world epidemics

*Eric T Lofgren, BA, Prof Nina H Fefferman,* PhD

Published: September 2007

DOI: [https://doi.org/10.1016/S1473-3099(07)70232-8](https://doi.org/10.1016/S1473-3099(07)70232-8)
You see things
and you say "Why?"
But I dream things that never were
and I say "Why not?"
This Story

• Learn to ‘see’ complexity
  1. Visibility is more than cards and boards
  2. Direction is a noun, Leadership is a verb
  3. Whoever learns fastest, wins
• Servant leadership must go beyond removing impediments

Your Scenario

• From your experience
• Complex problem/situation, in need of leadership
• Be specific (What’s challenging about it? What’s the goal? )

Your Insights

Use provided ‘crew log’
and/or  @derek w wade
#WideMind
Prologue:
The Privateers’ Alliance

Pilots in a Complex Universe
CMDR SushiDelta
Prologue — Preview

1. Two dimensions of complexity
2. ‘Seeing’ complexity
3. How you see ➞ how you lead
Seeing Complexity

“THINGS”

“PEOPLE”

increasing technical complexity

increasing social complexity

simple

complex

chaotic
Seeing Complexity

"THINGS"

- Chaotic
- Complex
- Complicated
- Simple

"PEOPLE"

-内部世界 (Your team, department, company, organization…)
- 外部世界 (Other teams, departments, companies, markets)
CHANGING REGULATORY REQUIREMENTS

UNRESPONSIVE EXTERNAL VENDOR

FLAKY BUILD SYSTEM

SELF-IMPORTANT LEAD

Environment EXTERNAL to the team

Environment INTERNAL to the team

Unpredictable THINGS (Quantities / Objective)

Uncontrollable PEOPLE (Qualities / ‘Social’)
Environment EXTERNAL to the team

Unpredictable THINGS (Quantities / Objective)
- # of star systems
- Simulated economy
- Ship engineering
- and many more…

Environment INTERNAL to the team

Uncontrollable PEOPLE (Qualities / ‘Social’)

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Unpredictable THINGS
(Quantities / Objective)

✦ # of star systems
✦ Simulated economy
✦ Ship engineering
✦ and many more…

Uncontrollable PEOPLE
(Qualities / ‘Social’)

✦ Player creativity: “gaming the system”
✦ Player attitudes (helpful vs. adversarial)
✦ Player factions/goals

Environment INTERNAL to the team

Environment EXTERNAL to the team
4,000 ~ 8,000 SIMULTANEOUS PLAYERS

>150 PLAYER FACTIONS
"Drop all your cargo or die"
Hello, Commander xGHOST4x, we at Hutton Orbital are honoured to have you here. We've had to shut down many of our station services, because of the lockdown.
Environment

**EXTERNAL**

to the team

✦ # of star systems
✦ Simulated economy
✦ Ship engineering
✦ and many more…

✦ Player creativity: “gaming the system”
✦ Player attitudes (helpful vs. adversarial)
✦ Player factions/goals

Environment

**INTERNAL**

to the team

✦ Varying goals ("jacks-of-all-trades")
✦ Members have “real lives”
✦ No leadership authority! (members = volunteers)

Unpredictable

THINGS

(Quantities / Objective)

Uncontrollable

PEOPLE

(Qualities / ‘Social’)

Members have "real lives"

No leadership authority!

(members = volunteers)

Player attitudes

(helpful vs. adversarial)

Player factions/goals

✦ Player creativity: “gaming the system”

✦ Varying goals ("jacks-of-all-trades")

✦ Members have “real lives”

✦ No leadership authority! (members = volunteers)
PRIVATEERS ALLIANCE

"Where everyone plays together, and everyone plays their own way."

("P.A." for short)
Unpredictable THINGS (Quantities / Objective)

- # of star systems
- Simulated economy
- Ship engineering
- and many more...

Environment EXTERNAL to the team

- Player creativity: “gaming the system”
- Player attitudes (helpful vs. adversarial)
- Player factions/goals
- Varying goals (“jacks-of-all-trades”)
- Members have “real lives”
- No leadership authority! (members = volunteers)

Uncontrollable PEOPLE (Qualities / ‘Social’)

- Comm system
- Members in many locations/timezones
- Rapid membership growth
- Increasing # of “owned” systems to maintain

Environment INTERNAL to the team

- Increasing # of “owned” systems to maintain
- Rapid membership growth
- Members in many locations/timezones
- Comm system

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www.kumido.com
Prologue — Review

Environment **EXTERNAL** to the team

- # of star systems
- Simulated economy
- Ship engineering
- and many more…
- Player creativity: “gaming the system”
- Player attitudes (helpful vs. adversarial)
- Player factions/goals
- Varying goals (“jacks-of-all-trades”)
- Members have “real lives”
- No leadership authority! (members = volunteers)

Environment **INTERNAL** to the team

- Comm system
- Members in many locations/timezones
- Rapid membership growth
- Increasing # of “owned” systems to maintain
- Unpredictable **THINGS** (Quantities / Objective)
- Uncontrollable **PEOPLE** (Qualities / ‘Social’)
Your Scenario — ‘Seeing’ Complexity

What examples of the dimensions do you see in your situation?

Use the Crew Log —or— Tweet #WideMind, @derek w wade, or #Agile2019 —or— Use your own notes!
Chapter 1
The Colonia Challenge

“Visibility means more than cards and boards.”
Chapter 1 — Preview

1. Show things
2. Connect people
3. Act on what you can organize
   Leverage what you can’t
5 Challenge Events = 5 chances to win
1 Event per month, December — April

- Planet bases awarded to entire winning factions (Individual player contributions are not a factor)
- Winning factions determined by total tons shipped
- December: Top 10 factions get a base
- Jan-April: Top 3 factions get a base

January 3304 (2017 “real world”)
Eol Prou Region - “Colonia”
22,000 light-years from civilization

- Requesting goods delivery to aid colonization
- Holding a shipping challenge
- Winning factions get a planet base (real estate)
Supply Station
(Bluford Orbital)

(Many) Hyperspace Jumps to Colonia

Unload at Colonia

Buy 10 Cargo

Credit to YOUR FACTION: 10
## Colonia Shipping ‘Kanban’ Board

<table>
<thead>
<tr>
<th>Buy</th>
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<th>Sell</th>
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<tbody>
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</tr>
<tr>
<td></td>
<td></td>
<td>Guides Shipped (tons)</td>
</tr>
</tbody>
</table>

- **Buy**
  - Bluford Orbital

- **Ship**
  - Jumping to Colonia:
    - 10
    - 10
    - 10

- **Sell**
  - Unloading at Colonia:
    - 10
  - Guides Shipped (tons):
    - 10

- **Time**
  - 10 minutes
  - ~900 hyperspace jumps
  - ~20 hours in-game
  - ~5 minutes
The Competition

<table>
<thead>
<tr>
<th>Place</th>
<th>Player Group</th>
<th>Tons</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Eol Prou Group</td>
<td>34995</td>
</tr>
<tr>
<td>2</td>
<td>Societas Incognitorum</td>
<td>21778</td>
</tr>
<tr>
<td>3</td>
<td>Pioneers and eXplorers</td>
<td>21700</td>
</tr>
<tr>
<td>5</td>
<td>ICU Colonial Corp</td>
<td>19100</td>
</tr>
<tr>
<td>6</td>
<td>Radio Sidewinder</td>
<td>17123</td>
</tr>
<tr>
<td>7</td>
<td>GalCop (multiple groups)</td>
<td>15504</td>
</tr>
<tr>
<td>10</td>
<td>Last Phoenix Vault</td>
<td>12220</td>
</tr>
</tbody>
</table>

Month 1 (December 3302)
10 Winners

<table>
<thead>
<tr>
<th>Place</th>
<th>Player Group</th>
<th>Tons</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>Ed’s 38</td>
<td>9850</td>
</tr>
<tr>
<td>14</td>
<td>Aurora</td>
<td>9753</td>
</tr>
<tr>
<td>15</td>
<td>Moebius</td>
<td>7947</td>
</tr>
</tbody>
</table>

Month 1 (December 3302)
3 Runners-Up

700 players (4x P.A.)
78 ton margin!

COLONIA INITIATIVE RULES
- 5 Challenges, 1/month
- December: Top 10 shippers get a base
- Jan-Apr: Top 3 shippers get a base

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The Competition — Month 1

**COLONIA INITIATIVE RULES**
- 5 Challenges, 1/month
- **December:**
  Top 10 shippers get a base
- **Jan-Apr:**
  Top 3 shippers get a base

**NEW RULE**
- Month 1 Runners Up get to carry over their tally to Month 2!

**P.A. says “let’s do it!”**

Month 1 Runners-Up get 8~10k head start for Month 2!
PhLiTr @everyone We’re going to Colonial! I just got notification that Zac and Brett were able to get us in. We are going to have strict rules about this folks I’ll be laying out the plans here.

First, if you are going to be participating in the Drive to Colonial, log in with your elite dangerous username and password and select privateer’s alliance from the drop down here: https://www.alleddangerous.com/en/colonial-expansion-initiative/

Colonia Expansion Initiative
Colonial Expansion Initiative
Find out all about Colonia

PhLiTr @everyone OK folks, need to clarify some things about PA leadership. We joke about the whole lord commander thing. BUT the PA board has as much power as I do, and board members, their orders for projects, and rules laid down MUST be respected.

We’ve had several incidents pop up where these orders were publicly questioned or told others they would wait for me to respond; that’s not acceptable. They are as much leaders of this group as I am. Please remember that and take it to heart that we all talk, we all share info, and we are all to be trusted.

Board members:
@WickedGals
@Roknor
@Lorfan
@bildderz
@Cymor
@Sushi
@KeFusion

You’re viewing older messages JUMP TO PRESENT
Video: Bypassing the 10-item limit

CANISTERS COLLECTED: 1 / 9
<table>
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<td>Jumping to Colonia</td>
<td>Unloading at Colonia</td>
</tr>
<tr>
<td></td>
<td>10</td>
<td>10</td>
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<tr>
<td></td>
<td>10</td>
<td>10</td>
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<tr>
<td></td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>10</td>
<td>10</td>
</tr>
</tbody>
</table>

10 minutes

~900 hyperspace jumps
~20 hours in-game

~5 minutes

Guides Shipped (tons)
### Guide Shipped (tons)

<table>
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<th>Sell</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bluford Orbital</td>
<td>Loading the Shippers</td>
<td>Shipping to Colonia</td>
</tr>
<tr>
<td>10</td>
<td>10</td>
<td>~700</td>
</tr>
<tr>
<td></td>
<td></td>
<td>~700</td>
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<tr>
<td></td>
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<td>~700</td>
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<td>~700</td>
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<td></td>
<td></td>
<td>~700</td>
</tr>
<tr>
<td>10 minutes</td>
<td>~3 hours</td>
<td>~900 hyperspace jumps</td>
</tr>
</tbody>
</table>
Canisters Collected: 7

Long-Haul Ship to Colonia (with collector limpets)
<table>
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</thead>
<tbody>
<tr>
<td>Bluford Orbital</td>
<td>Loading (scoop)</td>
<td>Unloading at Colonia</td>
</tr>
<tr>
<td>10</td>
<td>~700</td>
<td>~700</td>
</tr>
<tr>
<td></td>
<td>~700</td>
<td>~700</td>
</tr>
<tr>
<td></td>
<td>~700</td>
<td>~700</td>
</tr>
<tr>
<td>10 minutes</td>
<td>~3 hours</td>
<td>~5 minutes</td>
</tr>
<tr>
<td>10</td>
<td>~900 hyperspace jumps</td>
<td>~900</td>
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<tr>
<td>10 minutes</td>
<td>~20 hours in-game</td>
<td>~700</td>
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Guides Shipped (tons)

~700
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<tr>
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<td>Loading (limpets)</td>
<td>Unloading at Colonia</td>
</tr>
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<td></td>
<td></td>
<td>Guides Shipped (tons)</td>
</tr>
<tr>
<td>10</td>
<td>~700</td>
<td>~700</td>
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<tr>
<td>10</td>
<td>~700</td>
<td>~700</td>
</tr>
<tr>
<td></td>
<td>~700</td>
<td>~700</td>
</tr>
</tbody>
</table>

- **Buy**: Bluford Orbital with 10 limpets.
- **Ship**: Shipping to Colonia requires approximately 900 hyperspace jumps and 20 hours in-game.
- **Sell**: Unloading at Colonia takes approximately 5 minutes.

**Time Estimates**
- **Buy**: 10 minutes
- **Ship**: ~30 minutes
- **Sell**: ~5 minutes
Updated January Standings

Top December Group: 34,995

- Eol Prou
- P.A.
- Ed's 38
- Aurora
- Moebius

TONS SHIPPED

WEEK

1 1.5 2 2.5 3 3.5 4

19,000

Suspected
Chapter 1 — Review

Environment **EXTERNAL** to the team

- # of star systems
- Simulated economy
- Ship engineering
- and many more…
- Player creativity: “gaming the system”
- Player attitudes (helpful vs. adversarial)
- Player factions/goals

Environment **INTERNAL** to the team

- Comm system
- Members in many locations/timezones
- Rapid membership growth
- Increasing # of “owned” systems to maintain
- Varying goals (“jacks-of-all-trades”)
- Members have “real lives”
- No leadership authority! (members = volunteers)

Unpredictable **THINGS** (Quantities / Objective)

Uncontrollable **PEOPLE** (Qualities / ‘Social’)

✦ # of star systems
✦ Simulated economy
✦ Ship engineering
✦ and many more…
✦ # of star systems
✦ Simulated economy
✦ Ship engineering
✦ and many more…

✦ Player creativity: “gaming the system”
✦ Player attitudes (helpful vs. adversarial)
✦ Player factions/goals
✦ Player creativity: “gaming the system”
✦ Player attitudes (helpful vs. adversarial)
✦ Player factions/goals

✦ Comm system
✦ Members in many locations/timezones
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✦ Increasing # of “owned” systems to maintain
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✦ Varying goals (“jacks-of-all-trades”)
✦ Members have “real lives”
✦ No leadership authority! (members = volunteers)
✦ Varying goals (“jacks-of-all-trades”)
✦ Members have “real lives”
✦ No leadership authority! (members = volunteers)
Chapter 1 — Review

1. **SHOW THINGS** (Visibility between org & members)
   - Organizational goals
   - Causal relationships (“how things work”)  
   - Member goals/desires

2. **CONNECT PEOPLE** (Visibility of members to each other)
   - Problems, insights
   - Effective actions
   - Celebration of individual goals, abilities
Your Scenario — Visibility

1. **Show things:**
   Increase visibility between your org and its members.
   ✦ How can you show *causal relationships*? ('How things work')?

2. **Connect people:**
   How can you connect your members to each other, via
   ✦ Organic sharing of problems, insights?
   ✦ Amplifying awareness of effective actions?
   ✦ Celebrating individual goals, abilities
Lockdown

"Direction is a noun, leadership is a verb."

Chapter 2
Chapter 2 — Preview

1. Set the direction

2. Encourage member leadership
Top December Group: 34,995 T

- Eol Prou
- P.A.
- Ed's 38
- Aurora
- Moebius

Suspected

Time remaining: 17 days
Tons delivered: 19,000
P.A. Membership: 170
Philtor & WickedLala video: “Don't Be a Jerk”
Hello, Commander xGHOST4x, we at Hutton Orbital are honoured to have you here. We've had to shut down many of our station services, because of the lockdown.
<table>
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<tr>
<th>Buy</th>
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<th>Unloading at Colonia</th>
<th>Sell</th>
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</thead>
<tbody>
<tr>
<td>Bluford Orbital</td>
<td>~60</td>
<td>~3,500</td>
<td>~2,200 BLOCKED</td>
<td>19,000</td>
</tr>
</tbody>
</table>

**Bluford Orbital**
- Loading: ~60
- Shipping to Colonia: ~3,500
- Unloading at Colonia: ~2,200 BLOCKED
- Shipped (tons): 19,000

**Suspected**
- Top December Group: 34,995 T

**Diagram:**
- Tons Shipped
  - 1 day
  - 1.5 day
  - 2 day
  - 2.5 day
  - 3 day
  - 3.5 day
  - 4 day
- 3 day min
- 3 day min
- 3 day min...

**Unloading at Colonia**
- Shipped (tons): 19,000
P.A. Does NOT Have One of These!

Ph1lt0r  WickedLala

Board of Directors
- KzFusion
- Roknori
- Sushiboy
- Jorlan
- Cymor
- BKidderz

Flight Leader
- PvP Players

Flight Leader
- Trading Guild

Flight Leader
- Explorers

Flight Leader
- Colonia-Based Players
Flight Leaders: Hubs for “Tribes” of Interest

- **Exploration**
- **Colonia Based Players**
- **P.A. Board**
  - Ph11t0r + WickedLala
  - +6 Trusted Friends
  - *Foster Connections*
- **Trading**
- **Player vs. Player**
Flight Leaders Repurposed for Colonia Initiative

UNLOAD (Colonia)

P.A. Board
(Phil + Lala + 6 Friends)
Keep everyone connected

SHIP

LOAD

Player vs. Player
(no change)
WHAT CAN YOU DO?
2. Volunteer to PA Board for a role (HDF, LDR, BUF, CDF, SHP, UNL)
3. Once approved, tag your Discord nickname with your role
4. Help reduce @Phlitor/@Wickedala workload:
   Work with the FLIGHT LEADERS for each role (pictured)
5. Monitor PA system influence (see HDF orders)
6. Help keep the Guides moving
   Even if we can’t offload, we can keep them moving!
7. Move max cargo by end of the month

WHAT’S COLONIA LOCKDOWN?
- Some peeps-heads don’t want a clean contest
- They can influence the “background simulation” (BGS) to put Jaques Station into lockdown
- Lockdown closes the Commodities Market
- No cargo offloading!
- Meanwhile they keep buying Guides, buffer all their cargo, and offload it once the lockdown is lifted
- It’s dirty, but effective

LIFT THE LOCKDOWN (COLONIA)

P.A. BOARD
KEEP EVERYONE CONNECTED

LOAD/HOLD

DEFEND (HOME)

SHIP/HOLD
Chapter 1 — Review

Environment **EXTERNAL** to the team

- Player creativity: “gaming the system”
- Player attitudes (helpful vs. adversarial)
- Player factions/goals

Environment **INTERNAL** to the team

- # of star systems
- Simulated economy
- Ship engineering
- and many more…

Unpredictable **THINGS**
(Quantities / Objective)

- Comm system
- Members in many locations/timezones
- Rapid membership growth
- Increasing # of “owned” systems to maintain

Uncontrollable **PEOPLE**
(Qualities / ‘Social’)

- Varying goals (“jacks-of-all-trades”)
- Members have “real lives”
- No leadership authority! (members = volunteers)
1. Set the direction
   - Leaders set the direction and show it rather than directing others

2. Encourage member leadership
   - Make member initiative the norm
   - Encourage it with ‘tribes’ over hierarchy
   - Make the network of tribes visible
Your Scenario — Direction & Leadership

1. Set the direction - vs - direct others
   ✦ What one single direction do you need to set?
   ✦ How can you make it clearer?

2. Encourage member leadership
   ✦ What ‘tribes’ and networks already exist?
   ✦ How can you give them legitimacy?
   ✦ How can you increase their visibility for ‘opt-in’?
Endgame

“Whoever learns the fastest, wins.”
Chapter 3 — Preview

1. Sustain morale

2. Encourage learning

3. Crisis/change ➞ both are required
Philtor & WickedLala video:
“If we’re asking you to do it, we’re going to do it too”
Time remaining: 13 days
Tons delivered: 19,000
Tons blocked: ~5,700
P.A.Membership: 223
WHAT CAN YOU DO?
2. Volunteer to PA Board for a role (HDF, LDR, BUF, CDF, SHP, UNL)
3. Once approved, tag your Discord nickname with your role
4. Help reduce @PhTitor/@Wickedala workload:
   Work with the FIGHT LEADERS for each role (pictured)
   Other questions to anyone on PA Board
5. Monitor PA system influence (see HDF orders)
6. Help keep the Guides moving
   Even if we can’t offload, we can keep them moving!
7. Move max cargo by end of the month!

COLONIA Defense Force (CDF)
- Use this in the Colony lockdown
- Dock at base stations
- High/average or regular
- Bounty hunt HIGHRES/HAZRES
- Turn in bounties at Sequoia

BUFFS (BUF)
- Processing
- Keep us focused & psyched
- Approves members to specific roles
- Anyone on the Board can speak for ALL of the Board!

THE PA BOARD
- Colonial Expansion strategy
- Monitor Influence in PA system

LOADERS (LDR)
- Use any type of ship to buy/load Guides
- If SHP available, help load them
- If not, load BUF to stockpile Guides
- Watch your credit balance
  (Need cash? Notify your Fight Leader or the Board)
- If able, consider being a BUF

WHAT’S COLONIA LOCKDOWN?
- Some penis-heads don’t want a clean contest
- They can influence the “background simulation” (BGS) to put Jacques Station into lockdown
- Lockdown closes the Commodities Market — No cargo offloading!
- Meanwhile they keep buying Guides, buffer all their cargo and offload it once the lockdown is lifted
- It’s dirty, but effective

HOME DEFENSE FORCE (HDF)
- Protect PA systems from BGS attacks
- Monitor Influence in PA system:
  - HP THIA
  - HP SHP
  - Onyx
  - Lysere
  - Lyser Sector FLY 937
  - Lyser Sector DRY 25
- Bounty hunt to raise influence if needed
- Check PA influence via System M

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<td>Bluford Orbital</td>
<td>Loading</td>
<td>Unloading at Colonia</td>
</tr>
<tr>
<td></td>
<td>~60</td>
<td>~2,200 BLOCKED</td>
</tr>
<tr>
<td>~10</td>
<td>~3,500 BLOCKED</td>
<td>Shipped (tons)</td>
</tr>
<tr>
<td></td>
<td>~60</td>
<td>19,000</td>
</tr>
</tbody>
</table>

Colonia Defense Force augmented by Home Defense pilots
<table>
<thead>
<tr>
<th></th>
<th>Buy</th>
<th>Ship</th>
<th>Sell</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bluford Orbital</td>
<td>Loading</td>
<td>&quot;Hoarders&quot;</td>
<td>Unloading at Colonia</td>
</tr>
<tr>
<td></td>
<td>~60</td>
<td>~700</td>
<td>~2,200 BLOCKED</td>
</tr>
<tr>
<td></td>
<td>~10</td>
<td>~3,500 BLOCKED</td>
<td>19,000</td>
</tr>
<tr>
<td></td>
<td>~10</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>~60</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Some Loaders became "Hoarders"

Hoarders

Sharpen up.
Split forces.
Out of play.
Rapid when lockdown lifted.
<table>
<thead>
<tr>
<th>Bluford Orbital</th>
<th>Buy</th>
<th>Ship</th>
<th>Sell</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loading (&quot;Hoarders&quot;)</td>
<td>Shipping to Colonia</td>
<td>Unloading at Colonia</td>
<td>Shipped (tons)</td>
</tr>
<tr>
<td>~2000</td>
<td>~3,500 Unblocked</td>
<td>~2,200 Unblocked</td>
<td>19,000</td>
</tr>
</tbody>
</table>

Time remaining: 10 days
Tons delivered: 19,000
Tons enroute: ~7,700
P.A. Membership: 223
TONS SHIPPED

34,995
25,610
18,888
11,787
11,787

Ed’s 38
Aurora
Moebius
Edge

Top December Faction)

Time remaining: 0 days
P.A.Membership: 260
Chapter 3 — Review

Environment **EXTERNAL** to the team

- # of star systems
- Simulated economy
- Ship engineering
- and many more...

Environment **INTERNAL** to the team

- Player creativity: “gaming the system”
- Player attitudes (helpful vs. adversarial)
- Player factions/goals

Unpredictable **THINGS**
(Quantities / Objective)

- Comm system
  - Members in many locations/timezones
  - Rapid membership growth
  - Increasing # of “owned” systems to maintain

Uncontrollable **PEOPLE**
(Qualities / ‘Social’)

- Varying goals (“jacks-of-all-trades”)
  - Members have “real lives”
  - No leadership authority! (members = volunteers)
Chapter 3 — Review

1. Sustain morale (even during change)
   - Change $\rightarrow$ adapting $\rightarrow$ discomfort
   - Recognize and **validate** member discomfort

2. Encourage learning (even in crisis)
   - Emphasize goal, de-emphasize orders
   - **Model** learning, experimentation
1. Sustain morale

✦ How can you validate members’ discomfort with change?
✦ How can you “get down in there with them?”

2. Encourage learning

✦ How can you emphasize the goal -vs- orders?
✦ How can you model experimentation, even in crisis?
Servant leadership is more than removing impediments."
Epilogue — Preview

1. Complexity is a seed for community
2. Learning communities are priceless
3. Actively nurture community
COLONIA INITIATIVE DEC 3033–JAN 3034 FINAL STATISTICS

Elapsed Time (real world): 21 days
P.A. Membership (start): 160
P.A. Total tons delivered: 36,874
Second-highest tons delivered: Eol Prou Group (34,995 T)
Eol Prou Group membership: ~700
P.A. Membership (finish): 260
P.A. Participation: 87% (Loaders/Buffers/Shippers)
Average # P.A. Shipper trips: 4
Average tons/P.A. Shipper: 3,000
P.A. standing: Highest tonnage delivered, by any faction, during entire 5-month challenge.
ElvisKremmen if I had been in any other group I wouldn’t have done it

ElvisKremmen everyone knows how much I love this group

ElvisKremmen the people

ElvisKremmen it’s the general attitude of everyone, nothing is ever too much

ElvisKremmen when the shit hits the fan is when you see PA as a group come together, together we can accomplish so much
Dr. Lou Woodley, Director
Center for Scientific Collaboration and Community Engagement
@LouWoodley

Social learning leadership skills web by Bev Wegner-Trayner
Why would so many people work so hard?

Philtor & WickedLala video:
“Pride. The community isn’t about US.”
Epilogue — Review

Environment **EXTERNAL** to the team

- # of star systems
- Simulated economy
- Ship engineering
- and many more…
- Player creativity: “gaming the system”
- Player attitudes (helpful vs. adversarial)
- Player factions/goals
- Varying goals ("jacks-of-all-trades")
- Members have “real lives”
- No leadership authority! (members = volunteers)

Unpredictable **THINGS** (Quantities / Objective)

- Discord
- Members in many locations/timezones
- Rapid membership growth
- Increasing # of “owned” systems to maintain

Environment **INTERNAL** to the team

Uncontrollable **PEOPLE** (Qualities / ‘Social’)

- # of star systems
- Simulated economy
- Ship engineering
- and many more…
- Player creativity: “gaming the system”
- Player attitudes (helpful vs. adversarial)
- Player factions/goals
- Varying goals ("jacks-of-all-trades")
- Members have “real lives”
- No leadership authority! (members = volunteers)
Epilogue — Review

1. Complexity is a seed for community
   • Complexity can unlock *emergent behavior*
   • *Leverage* the dimensions (vs. fighting against them)

2. Actively nurture community
   • A learning community exists *because of its members.*
   • Leadership *isn’t the center* — “It’s not about us”

3. Learning communities are priceless
   • They *innovate faster*
   • They will go *above and beyond*
   • Action results from *pride in the community* (more than compensation)
Homework — Your Learning Community

1. Use complexity to seed it
   ✦ Where are you trying to control emergent behavior?
   ✦ What if the complexity factors you identified were assets?

2. Recognize its value
   ✦ What circumstances create pride for your members?

3. Actively nurture it
   ✦ How can you show you value the community?
   ✦ How can you engage differently so it’s “not about you?”
Leaders show direction

Member networks lead

Visibility between

Organization/Members
Members/each other
Nurture Community

“Where everyone plays together and everyone plays their own way”
#PrivAlliance
Some see things and say “Why?”
You can dream things that never were and say “Why not?”
Lead the Play

THANK YOU!

Derek W. Wade
@derekwwade
dwade@kumido.com

Leadership Lessons From Space Pirates
Lead the Play
Leadership Lessons From Space Pirates

Derek W. Wade
@derekwwade
dwade@kumido.com

THANK YOU!

P.A. Liaisons
Ph1Lt0R
WickedLala
Lead the Play

Leadership Lessons From Space Pirates

Thank You!

Lead the Play

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Derek W. Wade
@derekwwade
dwade@kumido.com

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Thank You!

Special thanks
CMRD ElvisKremmen
CMRD Doughnuthaven
Dr. Lou Woodley, AAAS
Lead the Play
Leadership Lessons From Space Pirates

Thank You!

Music
Hans Zimmer vs. Dimitri Vegas
Brash
Ulfhednar
Alestorn
Omnitica
Erasmus Talbot

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Derek W. Wade
@derekwwade
dwade@kumido.com
Thank You!

Join the conversation at widemind.org

Make the workplace a learning community.