

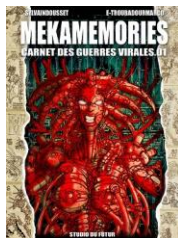
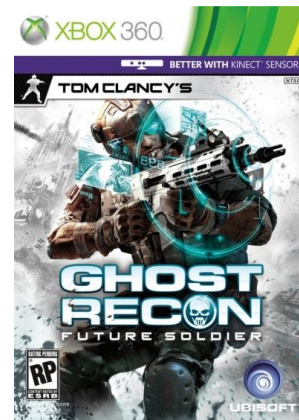
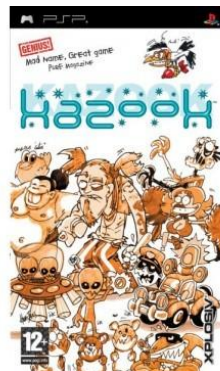
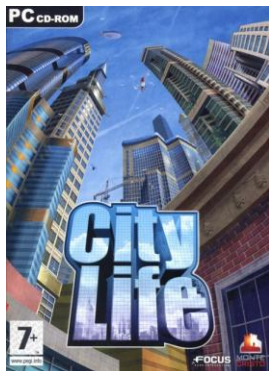
# Tools for Game Designers' Management

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# Quick Introduction

- Different projects
- Different positions



# What's in a name? Game Designers

- System, Interaction, Motivation Designers, Level Designers / Builders, Scripters, Cinematic Directors, Narrative Designers... different roles but same needs
- Territory, sense of safety, feedbacks and signs of appreciations, realization of achievements, opportunity to have fun and create
- Pre-production / Production oriented
- Game Design Teams => team-players or GTFO

# The right mindset

- Pyramids vs Functional work shops
- Show the way: be professional (on time, focused, know your role)
- Own something and deliver
- Give up, stand up (be kept in the loop)
- Love

# Talk the same language

- Weekly meetings: agenda, report
- Weekly achievements
- Efficient documentation: the hub
- Face to face (oral at least) and written

# Creativity Management

- Beware the **BrainStorming** sessions
- At least respect some structure: preparation (incubation), small groups (5-6), withhold criticism (judgement comes later), make it short but intense, one MC moderator, one note taker
- Creative Solution Finding
- Decision: Respect, User Tests

# Setting and assessing objectives

- Reachable (milestones), quantified and / or qualified (who decides what's fun?)
- Quality of the implementation (efficiency, documentation, bugs, number of iterations)
- Be cool: the direction is far more important than the distance
- Quarterly Evaluations

## QUARTERLY REVIEW

Team Member:

Function:

Manager:

Date of the review:

## UNEXPECTED NOTABLE EVENTS HAVING IMPACTED THE TEAM MEMBER / THE MANAGER DURING THE PERIOD

Incidence on objectives:

## QUARTERLY EVALUATION OF OBJECTIVES

	Partially Met	Met	Overmet	Comments
Objectives reached				
Quality of the achievements				
Involvement in the project / the mission				
Team cooperation (n, n-1, n+1 and other departments)				

## ABILITY TO MASTER THE FUNCTION

	Under expectations	As expected	Over expectations	Comments
Know-how of technical tools (engine, script)				
Creativity / achievements of elements of Game & Level Design				
Documentation				

## RELATIONAL AND BEHAVIORAL SKILLS

	Under expectations	As expected	Over expectations	Comments
Autonomy / Efficiency of the initiatives / Dynamism				
Pragmatism / Rigour / clever solution finding				
Oral and written communication				

## ACTION PLAN

Strengths to develop:

Weak points to improve:

Objectives to reach for the next review:



# Burnout Management

- Planning is also your job
- Breaks / Post-Partum Syndrome
- It's ok to be on holiday
- Cult of the cut

# Profit and fame sharing

- Talk about credits soon
- Celebrate
- Profit sharing, for great justice, bonuses
- Let people know how it all ended

**THANK YOU**