

**While we get ready to start:**

- **What number are you...**



## Housekeeping:

- Unless special arrangements have been made, there are *no studio meetings this week.*
- There is an *additional* meeting on Wednesday at 1:00 PM about Collaboration Tools & Process.



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## What we're talking about today:

- Decision Making Overview
- Tools
- Conflict Resolution

## We make decisions to:

- come to a resolution or agreement as a result of consideration
- make a choice from a number of alternatives
- give a judgement concerning a matter
- resolve or settle (a question or contest)



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**“We are our decisions.”** – Prof.Salam Al Shereida

**“May your choices reflect your hopes, not your fears.”**  
– Nelson Mandela

**“Decision making is easy when your values are clear.”**  
– Roy Disney

## Approaches- Majority Voting:

- **majority voting** = 50% +1
- **2/3 majority voting** = 66%
- **passive voting** = only counted if close
- **active voting** = all votes named and documented

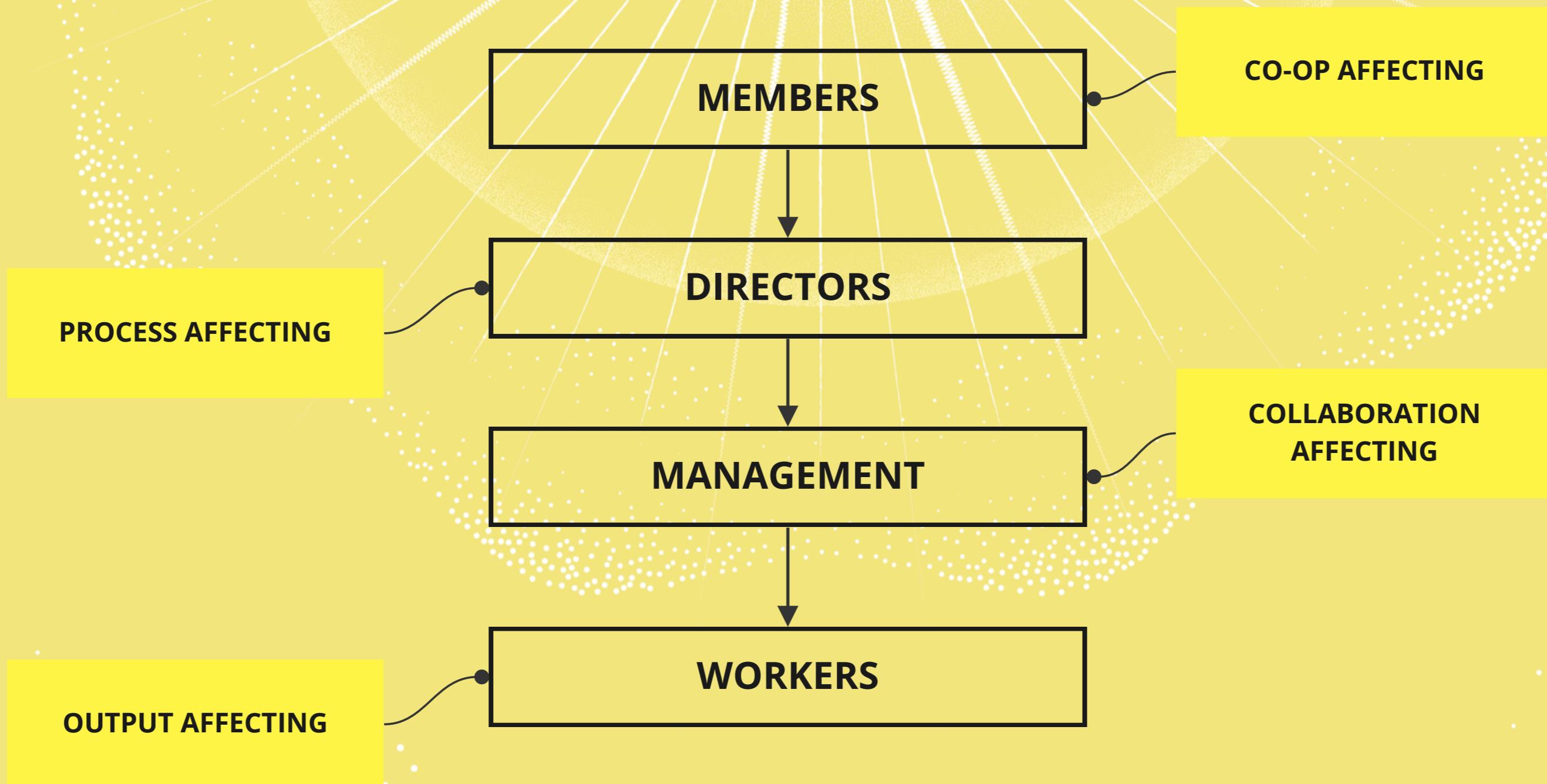
## Approaches- Consensus/Unanimous:

- **Consensus** = all present are in agreement
- **Passive consensus** = all are assumed to agree unless stated otherwise
- **Active consensus** = each person states and documents their agreement

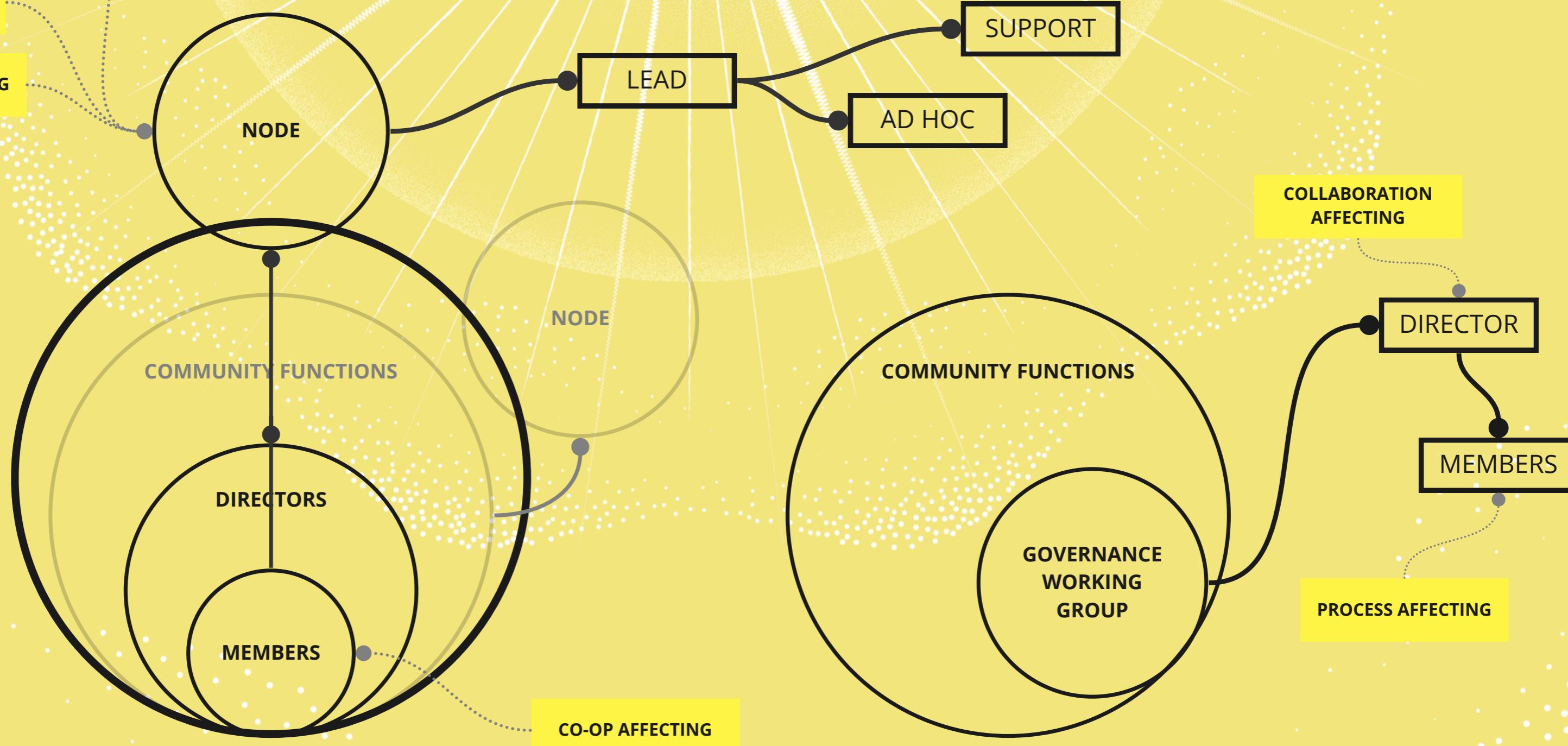
## Location and Scope of Decisions:

- **Co-op affecting**
- **Process affecting**
- **Collaboration affecting**
- **Output affecting**

# Co-op Structure Informs Responsibility



# Node Based at Gamma Space




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**DECISION DEFINITIONS + TYPES**

# Values-based decision making:

- **WHY** provides direction, motivation and grounding
- **WHO** clarifies who is impacted, included and empowered
- **WHAT** determining needs, goals, activities, resourcing and capacity
- **HOW** process to inform, discuss, choose, prioritize, distribute responsibilities, document, execute and measure our work



## Applying our Values:

- Shapes how we prioritize our needs based on available resources (people, time, cashflow)
- Determines our approach to scheduling according to member responsibility, commitment and intensity of participation
- Guides how we make and document decisions



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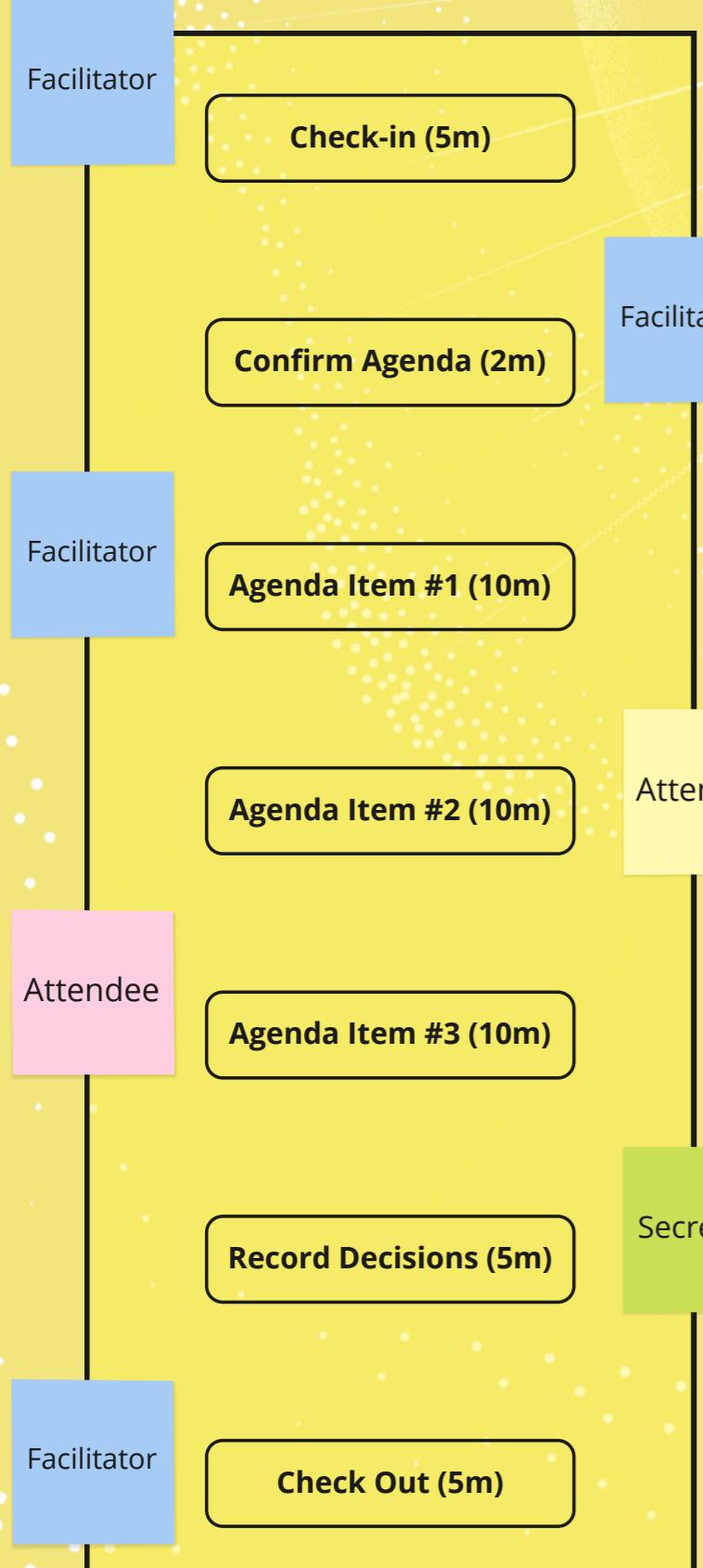
Are we using our resources  
in an effective way?

Facilitator

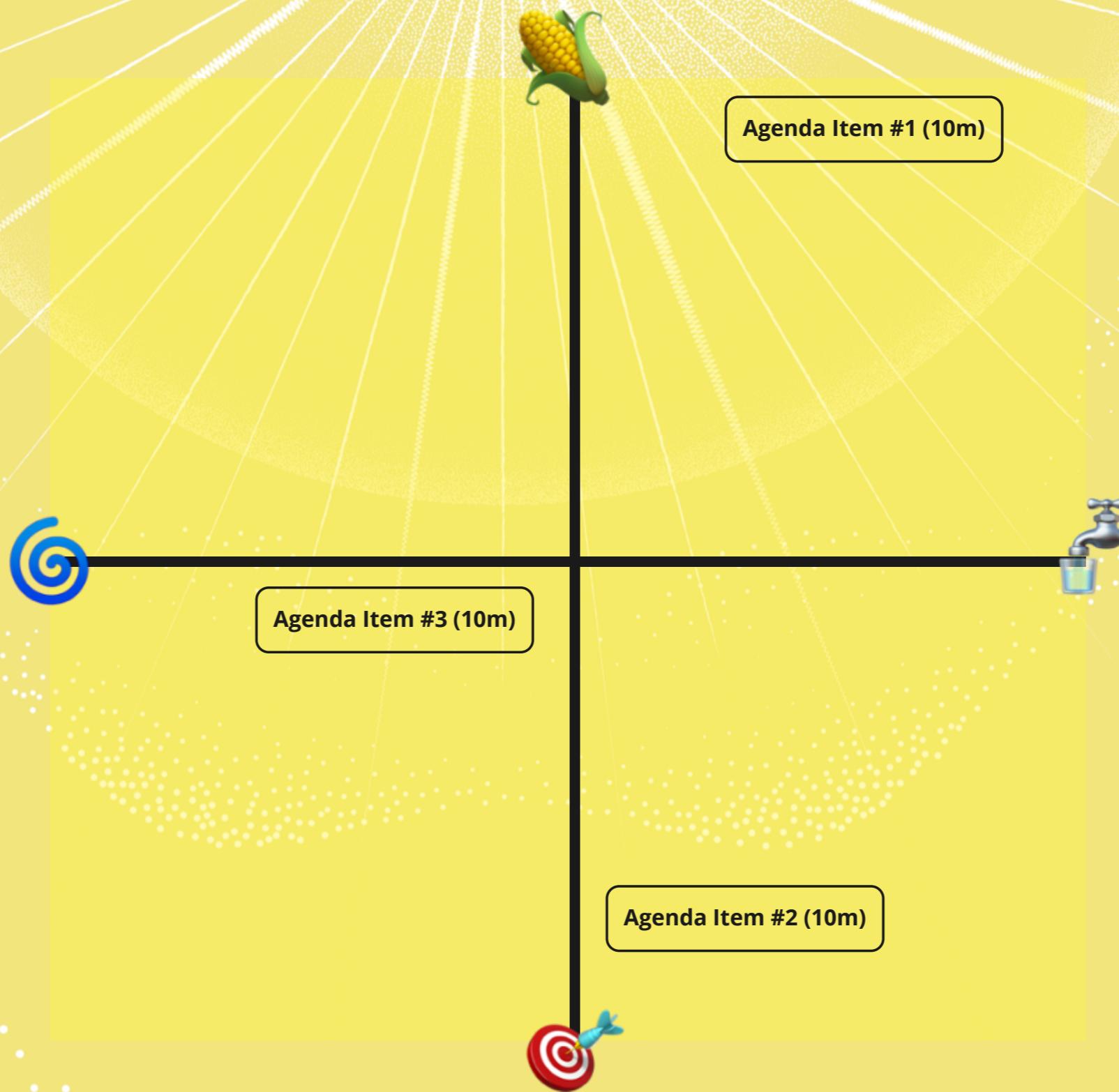
Secretary

Time Keeper

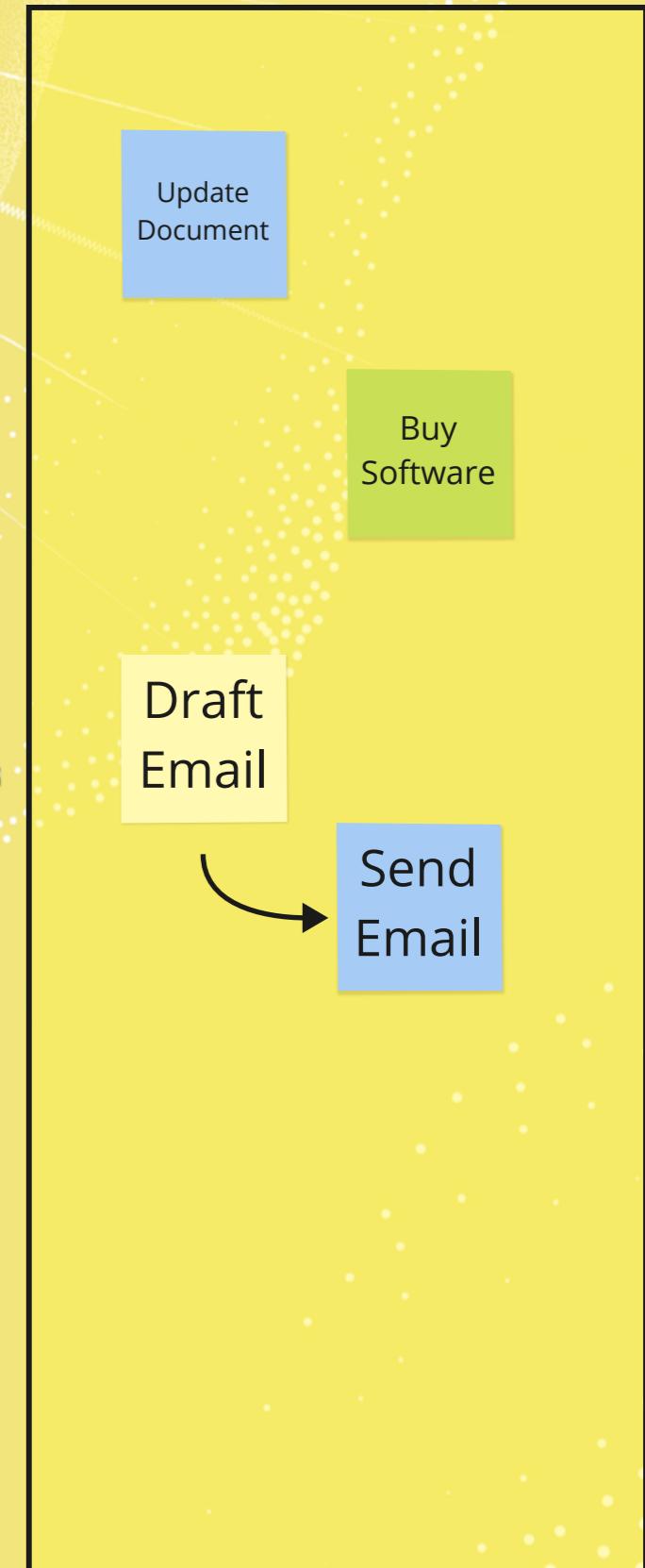
## AGENDA



## HEAT MAP



## ACTIONS



**DECISION MAKING TOOLS - COLLABORATIVE MEETING FORMAT**



## BABY GHOSTS

TERTIARY

SECONDARY

PRIMARY

has a big active and friendly community

It's free!

3D and 2D

not a lot of tutorials

Limited documentation

plugin availability not as robust as others

Bugs and reliability issues

open source

Very early console support

No pro license or subscription horse plucky

quick prototyping

staying away from Unity's whole thing

What are the impacts of potentially switching to Godot?

*How do our intended impacts contribute to our goals?*

**DECISION MAKING TOOLS - LAYERS OF EFFECT**



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# Impact Measurement Framework

Outcomes			
Indicators			
Onboarding Survey   Mid-Term Survey   Wrap-Up Survey   +			
<a href="#">Views</a> <a href="#">All Indicators</a> <a href="#">2 hidden fields</a> <a href="#">Filter</a> <a href="#">Grouped by 1 field</a> <a href="#">Sorted by 1 field</a> <a href="#">Color</a> <a href="#">Share and sync</a> <a href="#">Extensions</a> <a href="#">Tools</a>			
A Indicator ID	Area	Indicator Description	Outcomes
<b>DATA COLLECTION TOOL</b>			
Research	Count 1		
1 FundEco_NewFundingModels	Research & Advocacy	Number of new funding models adopted by primary funding bodies in the games industry	The games funding ecosystem welcomes and supports new funding models
+ <a href="#">Add...</a>			
<b>DATA COLLECTION TOOL</b>			
Survey	Count 13		
Reinvest_MentorshipRelationships	Community	Percentage of investees who have mentorship relationships with other community members	Creators reinvest in community
3 ComEngage_Collaborations	Community	Number of collaborations or partnerships between community members	Creators feel like a part of a community they can engage with
4 ComEngage_SatisfactionRate	Community	Satisfaction rate with community support	Creators feel like a part of a community they can engage with
5 ComEngage_SenseOfCommunity	Community	Number of creators expressing sense of community in surveys	Creators feel like a part of a community they can engage with
6 SkillsComm_SenseOfCommunity	Community	Current investees' sense of community improves from beginning to end of the program	Creators feel an increased sense of community
7 SkillsComm_SkillsSustainability	Community	Number of investees and grantees who say they have the skills to sustainably operate their business	Creators feel an increased sense of community
8 SkillsComm_MentorshipSupport	Community	Number of investees and grantees who identify feeling supported by mentorship	Creators feel an increased sense of community
9 EqChallenges_Understanding	Research & Advocacy	Funders' self-reported understanding of equity challenges	Funders understand the equity challenges in the existing funding ecosystem
10 FundAction_PositiveFeedback	Research & Advocacy	Rate of positive feedback from Baby Ghosts community regarding funders' action	Funders take action to address gaps in existing funding ecosystem
+ <a href="#">Add...</a>	SurveyRespWelcomed	Percentage of survey respondents who feel	The games funding ecosystem welcomes and supports new funding models
30 records			

- Each metric lets us *track change over time*
- Collected data leads to *decisions*
- **IF:** we recorded a 20% increase in active participation over the last quarter
- **THEN:** we would invest more resources in community-building activities

# When choosing or creating decision making tools, they should:

- Be guided by underlying principles of your co-op
- Incorporate your values to ensure equitable outcomes
- Always be easy to reference, track, and summarize

# What *is* conflict?

- a serious disagreement or argument, typically a protracted one
- a condition in which a person experiences a clash of opposing wishes or needs
- an incompatibility between two or more opinions, principles, or interests

# What are *Types* of Conflict?

1. **Pseudo-Conflict:** Misunderstandings
2. **Simple Conflict:** Different Stands on the Issues
3. **Ego Conflict:** Conflict Gets Personal

# WHAT is Conflict Resolution?

- a formal structure of policies and processes that everyone agrees to *before* conflicts arise
- the pre-agreed policies can help to *de-personalize conflict* and the steps to resolution
- can set the stage for a 3rd party to support your process

See the [Weird Ghosts Conflict Resolution Policy](#)

# WHY do Conflict Resolution?

- **unaddressed conflict** whether because it is avoided or improperly handled, can escalate, causing people harm and hurting all of us.
- **Prevention and early intervention efforts** are vital to fostering collaboration and maintaining a healthy and respectful creative environment.

See the [Weird Ghosts Conflict Resolution Policy](#)

# HOW to do Conflict Resolution?

1. Research and understand your individual *Conflict Style*
2. Collectively create a Conflict Resolution Process to suit your Co-op Studio *values and culture*
3. Decide who will be the contact person or people managing the process
4. Establish a 3rd party to serve as a back up
5. Educate each other about the conflict resolution process regularly and encourage changes

# What Conflict Style are you?

1. Competing
2. Avoiding
3. Accommodating
4. Collaborating
5. Compromising

Conflict Resolution (Thomas-Kilmann Model)



high

**ASSERTIVENESS**

low

low

high

## COMPETING

(You lose, I win)  
maximizes concern for self and  
minimizes empathy

## COLLABORATING

(You win, I win)  
collaborators willingly invest time  
and resources into finding a "win-win"  
solution

## COMPROMISE

Both parties win and give up  
something

## AVOIDING

(You lose, I lose)  
when an individual has  
withdrawn in dealing with the  
other party

## ACCOMODATING

(You win, I lose)  
characterized by a high level of  
concern for others and a low  
level of concern for oneself

## EMPATHY

**CONFLICT RESOLUTION**

## Putting it together:

- **Values** inform decision process and priorities
- **Structure** informs flow of responsibility
- **Goals and Impact** help measure success
- **Understanding conflict happens** is the best prevention

## Things you can start thinking about:

- **How does your intended structure affect roles in decision making?**
- **How would you evaluate and communicate your conflict resolution style to your team?**

## Follow Up Meeting: Common Questions

- Do we all have to come together to make creative decisions equally?
- Do roles and structure encourage hierarchy?
- How does individual agency affect decision making in smaller decisions?



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## Chat checkout!

- **Post one word describing your post-meeting feelings in the chat**
- **OPTIONAL - Stick around for the next 30 minutes for questions and hang time!**

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CHECK OUT