

Institute for Esports Leadership

# Team Leader Handbook

A concise guide to leading online esports teams.

# Leading the Party

Leading is a responsibility, not a privilege. More is asked of you. When you are recruiting or appointing a party leader, always pitch it that way.

A party leader is a facilitator, not commander or coach. The goal is to coordinate and enable, not directly influence.

## After each match

Check whether your team wants to stay in queue or leave. The only reason to stay queued is to get the next match quickly. Otherwise it's fine to back out.

- If we are staying in queue, remind people to redeem rewards and choose boosts.
- If we are exiting queue, run an AAR (After Action Report) / Retrospective.

# Retrospectives

Whether you call it a retrospective, a post-mortem, or an after action report, the act of reviewing events immediately after they occur can be useful for maintaining continuous improvement of your team.

Even in a short window of time, it may be valuable to conduct an informal after action report following each match. This does not take the place of reviewing film at a later date, but is intended to provide an opportunity for reflection and feedback closer (temporally) to the match.

The Party Leader should act as the facilitator for the AAR. One simple format is "Keep, Stop, Start", in which you focus part of the discussion on each of those three goals.

## Steps in an AAR:

- Begin the AAR.
- Discuss strengths and weaknesses.
- Decide what to do differently.
- Summarize the AAR.

## Ask questions to:

- Clarify issues.
- Keep the discussion going.
- Get players to think.
- Consider the consequences.

## Make AARs positive in nature. Avoid:

- Lecturing
- Critiquing, criticizing or judging performance
- Embarrassing players or leaders
- Comparing units

# Leadership Theory Resources

## Servant First, Leader Second

Former Navy SEAL Brent Gleeson introduces the leadership model that governs most elite military officers.

[Read about Servant Leadership on Inc.](#)

## How To Give Feedback That Wins You FANS

Everyone should read this primer on giving effective feedback. It's not a skill that most people (even those who have been managing for years) tend to develop, but it can be extraordinarily powerful when done well.

[Read on Awesome Culture](#)

## Rape Culture and it's Consequences

Casual talk and jokes about rape create an unwelcoming environment. Understanding and communicating this to your teammates is important. Inclusion is one of the pillars of great leadership.

[Read "Why The Word 'Rape' Should Never Be Used Casually" on Huffington Post](#)

[Read "The R Word" on Escapist](#)

## Homophobia

In any team our size, there is a high statistical probability that we have LGBT members, whether they are out or not. It is up to our leaders to ensure that this team remains a safe space either way.

[Read "Homophobia and Harassment" on IGN](#)

# Learn More

The Institute for Esports Leadership is cultivating a corps of mindful, inclusive, and effective leaders.

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