

Phil Spencer is Chief Executive Officer of Microsoft Gaming, responsible for Microsoft's global interactive entertainment business across all devices and services. As of October 2023, Spencer's role includes leadership of Xbox, Xbox Game Studios, Bethesda and Activision Blizzard and its businesses, including Activision, Blizzard Entertainment and its social gaming company, King.

Spencer has worked in the technology and entertainment business for more than 30 years and is an advocate for innovative gaming experiences. In his roles at Xbox, Spencer has led the organization through multiple console launches, including the Xbox One consoles, and Xbox Series X/S; expanded game creativity and breadth through multiple acquisitions, including Mojang (parent company of Minecraft), Undead Labs, Ninja Theory, Playground Games, Compulsion Games, Obsidian Entertainment, inXile Entertainment and ZeniMax Media (parent company of Bethesda Softworks); and influenced global entertainment franchises including Halo, Gears of War and Forza. He and his teams have led the expansion of cross-platform gaming with the Xbox Network, and worked to reduce barriers to entry for players through the advancement of subscription business models with Xbox Game Pass, and the introduction of Xbox Cloud Gaming.

Spencer has earned industry recognition for pushing the boundaries of creativity, technical innovation, and fun across genres, audiences, and devices. In 2022 he was the recipient of the D.I.C.E. Lifetime Achievement Award and again in 2023 he won the Andrew Yoon Legend award from the New York Game Awards.

Before beginning his career as an intern at Microsoft in 1988, Spencer graduated from the University of Washington and is an executive sponsor of the university's Department of Human Centered Design and Engineering. He also serves on the Board of Trustees of The Paley Center for Media. Spencer has two daughters and lives with his wife in the Seattle area.