

Women's Initiative Foundation Curriculum Proposal

Sparkling Innovation: Inclusion, Collaboration, and Teams

Overall: Unleashing the power of diverse, global teams is the leadership challenge of our times. We are often clear of the prize: more innovation, solving complex and thorny issues, and engaged teammates. Yet, we are often less clear about the barriers and how to overcome them. In this workshop we will explore the dark and bright spots of team dynamics and learn research-based strategies in order to foster innovation in today's ever-changing world.

Proposed number of total participants: 50-60

Program Faculty:

Lori Nishiura Mackenzie, Co-Founder, Stanford Women's Leadership Innovation Lab, and Lead Strategist, Diversity Equity and Inclusion, Stanford Graduate School of Business. <https://www.gsb.stanford.edu/contact/lori-nishiura-mackenzie>

Caroline Simard, PhD, Managing Director, Stanford Women's Leadership Innovation Lab.

<https://womensleadership.stanford.edu/people/caroline-simard>

Frameworks, Skills and Tools for Leaders

Format: 5 sessions

Sessions 1, 2, 3 and 5 (60 minutes)

Session 4 (90 minutes)

- 10 min debrief last session
- 25/30 min content
- 15/20 min exercises
- 5 Set up next session

Session #/ Date	Topic	Pre-work/Homework	Blurbs
<p>1: Framework (60 min)</p> <p>May 18th Session Time: 8:00 - 9:00 AM (PT) / 11:00 AM - 12:00 PM (ET) / 5:00 - 6:00 PM (CET)</p>	<p>Diversity Drives Innovation</p> <ul style="list-style-type: none"> ● Learning goals <ul style="list-style-type: none"> ○ Create a cohort ○ Link between diversity and innovation ○ Introduction to when diversity is thwarted from having impact ● Topics ● Outcomes <ul style="list-style-type: none"> ○ Goals for participation 	<p>https://www.scientificamerican.com/article/how-diversity-makes-us-smarter/ https://www.fastcompany.com/90564479/the-cost-of-fitting-in https://www.lclldnet.org/media/uploads/resource/Uncovering_Talent_Deloitte.pdf</p>	<p>“If people think alike then no matter how smart they are they most likely will get stuck at the same locally optimal solutions. Finding new and better solutions, innovating, requires thinking differently. That’s why diversity powers innovation.” -- Professor Scott Page. In this session, we will get to know each other, explore Page’s quote and then establish your goals for the series.</p>
<p>2: Framework and Skill (60 min)</p> <p>May 20th Session Time: 8:00 - 9:00 AM (PT) / 11:00 AM - 12:00 PM (ET) / 5:00 - 6:00 PM (CET)</p>	<p>Perspective Taking</p> <p>Topics:</p> <ul style="list-style-type: none"> - Perspective taking: Learn how to draw out more perspectives in interactions and team settings to unleash innovation. 		<p>Diversity is not guaranteed to unleash innovation. The ecosystem and context matter. Learn powerful tools for engaging across differences in order to foster a sense of belonging and create conditions for team success. Practice concrete exercises to elicit different perspectives.</p>

<p>3: Skill (60 min)</p> <p>June 1st Session Time: 8:00 - 9:00 AM (PT) / 11:00 AM - 12:00 PM (ET) / 5:00 - 6:00 PM (CET)</p>	<p>Expanding Leadership Reach</p> <ul style="list-style-type: none"> ● Learning goals: <ul style="list-style-type: none"> ○ Increase likelihood of having diversity of perspectives for problem solving ○ Identify problem that expanded networks would help you solve ● Topics: <ul style="list-style-type: none"> ○ Networks ○ Stretch assignments 		<p>Professor Herminia Ibarra describes networks as enabling you to offer more and have more impact. Assess the strength of your networks and seek to expand them in order to bring new insights and resources to your team.</p>
<p>4: Skill (90 min)</p> <p>June 3rd Session Time: 8:00 - 9:30 AM (PT) / 11:00 AM - 12:30 PM (ET) / 5:00 - 6:30 PM (CET)</p>	<p>Team Dynamics</p> <ul style="list-style-type: none"> ● Learning goals ● Topics: <ul style="list-style-type: none"> ○ Team Dynamics exercise ● Outcomes <ul style="list-style-type: none"> ○ Create norms 		<p>Teams are assembled to bring together diverse perspectives to solve complex issues. Yet in a typical group of 8, 3 people speak 67% of the time. Discover team “killers” and develop strategies to create effective team dynamics.</p>

<p>5: Tool (60 min)</p> <p>June 15th Session Time: 8:00 - 9:00 AM (PT) / 11:00 AM - 12:00 PM (ET) / 5:00 - 6:00 PM (CET)</p>	<p>Sustaining Change</p> <ul style="list-style-type: none"> ● Learning goals ● Topics <ul style="list-style-type: none"> ○ Developing inclusive Values ○ Language of Leadership 		<p>In the final session, we will reflect on our work thus far in order to keep the momentum going far after the end of our work together.</p>
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