

**Women Initiative Foundation
June 2022 Curriculum**

Sparking 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.

Frameworks, Skills and Tools for Leaders

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.

[Caroline Simard](#), PhD, Managing Director, Stanford Women's Leadership Innovation Lab.

Format: 5 sessions

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

Session 4 (90 minutes)

Session #/ Date	Session Description	Blurbs
1: Framework (60 min) June 7th Session Time:	Diversity Drives Innovation <ul style="list-style-type: none"> ● Learning goals <ul style="list-style-type: none"> ○ Link between diversity and innovation ○ Introduction to when diversity is thwarted from having impact ● Topics 	"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

<p>8:00 - 9:00 AM (PT) / 11:00 AM - 12:00 PM (ET) / 5:00 - 6:00 PM (CET)</p>	<ul style="list-style-type: none"> ○ The value of diversity ○ Norms of inclusion ● Outcomes <ul style="list-style-type: none"> ○ Create a cohort ○ Create goals for participation 	<p>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>June 9th 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> <ul style="list-style-type: none"> ● Learning goals <ul style="list-style-type: none"> ○ Engaging across differences ○ Growth mindset ● Topics <ul style="list-style-type: none"> ○ Perspective taking: how to draw out more perspectives in interactions and team settings to unleash innovation. ● Outcomes <ul style="list-style-type: none"> ○ Practice in the skill of perspective taking 	<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 14th 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 ● Outcomes <ul style="list-style-type: none"> ○ Network assessment ○ Network goals 	<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>Creating Inclusive Team Dynamics</p> <ul style="list-style-type: none"> ● Learning goals 	<p>Teams are assembled to bring together diverse perspectives to</p>

<p>June 16th Session Time: 8:00 - 9:30 AM (PT) / 11:00 AM - 12:30 PM (ET) / 5:00 - 6:30 PM (CET)</p>	<ul style="list-style-type: none"> ○ Reimagine the conditions for team success ○ Barriers to team inclusion and innovation ● Topics: <ul style="list-style-type: none"> ○ Interactive exercise ○ Team norms ● Outcomes <ul style="list-style-type: none"> ○ Create norms ○ Practice belonging behaviors 	<p>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) June 21st 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 <ul style="list-style-type: none"> ○ Change agency ○ Models of change ● Topics <ul style="list-style-type: none"> ○ Small wins approach to change ○ Developing inclusive values ○ Language of leadership ● Outcomes <ul style="list-style-type: none"> ○ Practices to continue the journey 	<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>