WOMEN'S LEADERSHIP
EDGE
An Initiative of the Center for WorkLife Law at UC Law SF

WLE Webinar

Leading Effective Teams

1. What important kinds of work in your environment are done in teams?

2. Which challenges hold back or undermine the collective intelligence in your organization or team? How could you structure meetings to maximize collective intelligence?

3. How would you gather input from less talkative colleagues in meetings?

4. Have you ever seen "The Stolen Idea" occur? How about situations when women receive pushback for behaving assertively? Have you seen any of these patterns of bias occurring by race rather than by gender?

5. What could you do when you see a colleague claiming credit for ideas that someone else originally offered?

6. What could you do if you see someone or a certain group who is consistently interrupted? Have you ever seen situations when men interrupt women more than vice-versa?

7. What kinds of conflicts exist in your team? Do you have norms to keep conflict civil? If not, how could you establish them?

8. Is it possible to train your team together? What would that look like?

Summary – Strategies for Individuals

1. Establish norms: even distribution of turns
2. Establish and enforce "no interrupting rule"
3. Assign people to speak/report on specific issues
4. Allow people to contribute after the meeting
5. Circulate the agenda beforehand

Summary – Strategies for Organizations

1. Clearly articulate goals, norms, values
2. Encourage productive dissent
3. Make space for civil, fruitful conflict
4. Train your team together, if possible