

Getting the best out of a diverse team

TOWARD >

Overview

In this workshop, you will elevate your competence in facilitating inclusively and effectively. These concepts will be grounded in the context of a group discussion.

“The leaders of the future will be hosts of conversation”, so said the eminent Dr. Robert Coles of Roffey Park Institute at a conference towards the end of 2019. His contention was that in this rapidly changing, complex, interconnected world, leaders of the future will need to be skilled at gathering the right people together and ensuring their different and divergent viewpoints were heard, before facilitating the conversation around the ‘good enough’ way forward.

There are lots of elements at play when we gather with others to discuss something important. How we manage ourselves, how others present, any power dynamics or agendas or defensiveness that holds some influence over the group, et cetera, et cetera. And this all contributes to the developing idea of conversational intelligence, which is essentially our ability to tune into our thoughts and senses as we observe and understand a situation, to read the room, so we are able to impact or reshape the situation we are in.

This workshop will be very live. We want to get right into the experience of having conversations with each other that matter, that feel important to you. And we want to tune into and derive some learning from what it’s like for you to be a participant in conversations like that. We’ll be prompting you to be aware of how well you’re listening, how open you are to the thoughts and ideas of others, how and when you choose to engage with, or withdraw from, the conversation. And there will be opportunity also to observe others in conversation. To become really curious about what you notice, and maybe to offer in some of your observations or feedback.

Ultimately, our hope is that you leave this workshop conscious of how you facilitate and contribute to team or group-based discussions in Baillie Gifford, so that they may be richer, more fully-informed, and more satisfying for all involved.