

# Communicating Inclusively

## LEADING INCLUSIVE TEAMS COLLECTION

### 1 Week Experience

The best business outcomes depend on getting team members to share information they have, but several natural factors frequently thwart this expectation, especially in diverse teams. Leaders can overcome common barriers to effective information sharing by facilitating thoughtful and inclusive meetings.

In this experience, participants will learn how to orchestrate meetings—before and during—in a way that encourages team members to share valuable information and avoid simply discussing information that the team has in common. Teams that can overcome natural inertias create better decisions and more robust solutions.

### Key Learnings

- Overcoming the Common Information Effect
- Motivational and Cognitive Factors in Bridging Understanding
- Understanding from Another's Point of View
- How to Stop, Listen, and Ask Questions
- Challenging Your Own Assumptions

### Assignment Details: Create an Action Plan

- Analyze the characteristics of a typical meeting with your team
- Redesign your approach to leading meetings, by planning for a critical team session, analyzing your attendees, “pre-wiring” as needed, and creating meeting ground rules

### Estimated Time Commitment: 2.5–3 hours

Faculty Video Lectures: 30 Minutes

Create Action Plan: 75–90 Minutes

Interactive Activities: 45–60 Minutes

### Faculty Director: Martha Maznevski



MARTHA  
MAZNEVSKI

Martha Maznevski is a Professor of Organizational Behaviour and Faculty Director for Executive Education at Ivey Business School. She is an expert in global teams, global leadership, culture and identity, and empowering individual differences. She has published widely on these topics and also works closely with leaders and their companies around the world on innovative approaches to leadership at all levels in today's highly complex global environment.