



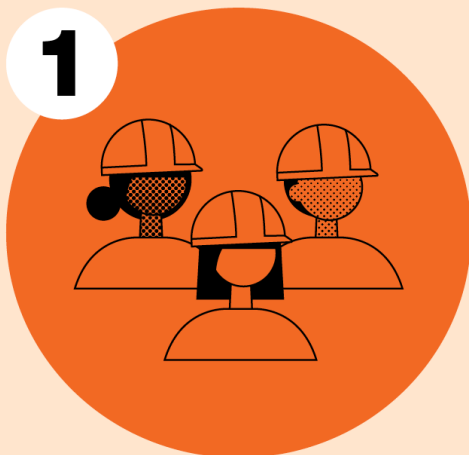
NAWO Mentoring Program: Mentoring Conversation Map

Building & Leading Diverse Teams

Five Key Learning Priorities

Future Focused & Adaptive Learning

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Building & Leading Diverse Teams

- Understanding & managing bias
- Forming diverse teams for high performance
- Effectively leading diverse teams for high performance
- Giving & receiving feedback
- Facilitating to leverage diversity



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Overview

This learning priority explores the topic of **Building and Leading Diverse Teams** and links together the sub-topics of understanding and managing your own bias to support you to form and effectively lead diverse teams for high performance.

Having diverse and inclusive teams makes good business sense and it's a shared responsibility to build and lead teams that support a diversity of people (e.g. of different ages, cultural backgrounds, genders) to feel valued and respected, have access to opportunities and resources, and who can contribute their perspectives and talents to improve their organisation.

Vision for this Mentoring Conversation Map

Before you start, consider your vision for this conversation. These questions might help you to 'begin with the end in mind':

- Why are you drawn to explore the topic of building and leading diverse teams?
- What concerns do you have about tackling this topic?
- What do you want to be different as a result of exploring these topics?
- How will you know/measure that you (we) have achieved this?



Questions to Facilitate Conversation (70%)

These questions contribute to the exploration of **Building and Leading Diverse Teams**:

- What do you do to draw out diverse viewpoints even when they don't align with yours?
- How does including 'difference' in our teams help us to perform better?
- What techniques do you use to seek contributions from your team via email, in meetings, in conversations?
- How have your own lived experiences influenced the way you stereotype?
- What does an ideal and inclusive team look like?
- How could you model the behaviours that are consistent with the environment you are trying to create or lead?



Actions or Activities to Enhance Growth and Development (20%)

The following actions and activities can enhance growth and development and support you to build and lead diverse teams:

- Seek to understand your own unconscious bias (undertake an online implicit association test, e.g. [Harvard Implicit Association Test](#)).
- List some ways you could demonstrate your commitment to inclusion through your own behaviours and actions.
- Review your current workplace practices and identify what currently supports or hinders the recruitment and promotion of diverse team members.

Research & Development AND/OR Formal Training that Contributes to Development (10%)

The following actions might help you to learn more about building and leading diverse teams. Be sure to review, reflect, explore and apply what you learn with the support of your mentoring partner:

- Research the Stereotype Content Model (SCM).
- Talk with other women leaders about their own experience with unconscious bias – learn more about how they have engaged the support and advocacy of others.
- Seek to understand the diversity dimensions and the resources available to support them in the workplace ([Diversity Council of Australia](#)).
- Attend learning events that address specific diversity dimensions.
- Identify a few people who you feel demonstrate strong leadership in this space and look at how you might meet these people and explore how they have created change.
- Identify and research any formal training programs that will enhance your understanding of unconscious bias and strategies for building diverse teams. Complete a return on investment (ROI) about the potential impact of this formal training as part of your leadership development and organisational change.