

Stronger Together: The Power of Diverse Teams

Most teams are more diverse than they think — and less effective than they could be. The gap isn't a values problem. It's a perception problem. When we see difference as friction to manage rather than intelligence to mine, we leave the best thinking on the table. This session rewires that instinct. Drawing on ICF coaching philosophy and research from HBR, Deloitte, and Google Project Aristotle, we explore how diverse teams don't just perform better — they think better, decide better, and innovate faster. But only when leaders and team members know how to activate difference, not just tolerate it.

Learning Objectives

- Recognise every team member as Creative, Resourceful and Whole — and lead from that belief
- Transform the impulse "What was he thinking?" from a frustrated verdict into a genuine act of curiosity
- Apply practical strategies to actively seek out and leverage the most different perspectives on their team

Content Outline

The Diversity Advantage

- The business case for diverse thinking
- Every Person on Your Team Is Already This - Creative, Resourceful, Whole
- Why teams that activate difference outperform those that merely accept it

The Curiosity Shift

- Rhetorical vs Genuine questions
- Activity: The Pause Practice
- Extra Curiosity for Extra Difference

Your Team's Superpower

- 3 Practices to Build the Habit
 - Pause and Ask
 - Seek the Outlier
 - Name the Lens
- Activity: Your Team's Thought Map