

The Agile Leader:

BUILDING & MANAGING INNOVATIVE TEAMS

Teamwork

- **Wisdom of crowds versus wisdom of teams.** Teams build on and leverage knowledge. Crowds produce independent thinking.
- Choose team members based on who can best **innovate, implement and learn.**
- Most effective stages of team development: **Forming, Storming, Norming & Performing.**
- **Learn more:** [Scaling Up Excellence](#)

Attitude

- **Attitude is everything.** As leaders we can impact the effects of stress on ourselves and our teams by handling it without fear.
- With the right mindset, **stress can make us smarter, stronger and more resilient.**
- **Learn more:** [How to Make Stress Your Friend](#)

Innovation

- **Design thinking:** flexibility, cross-functional collaboration, open culture of experimentation, thinking in the realm of the impossible.
- **Innovation:** applied to our own teams, meetings and culture will make us better.
- **Best learning and innovation comes from failure.**
- **Learn more:** [Intro to Design Thinking](#), [Design Thinking & Art of Innovation](#), [Design Thinking Workshop](#)

Story Telling

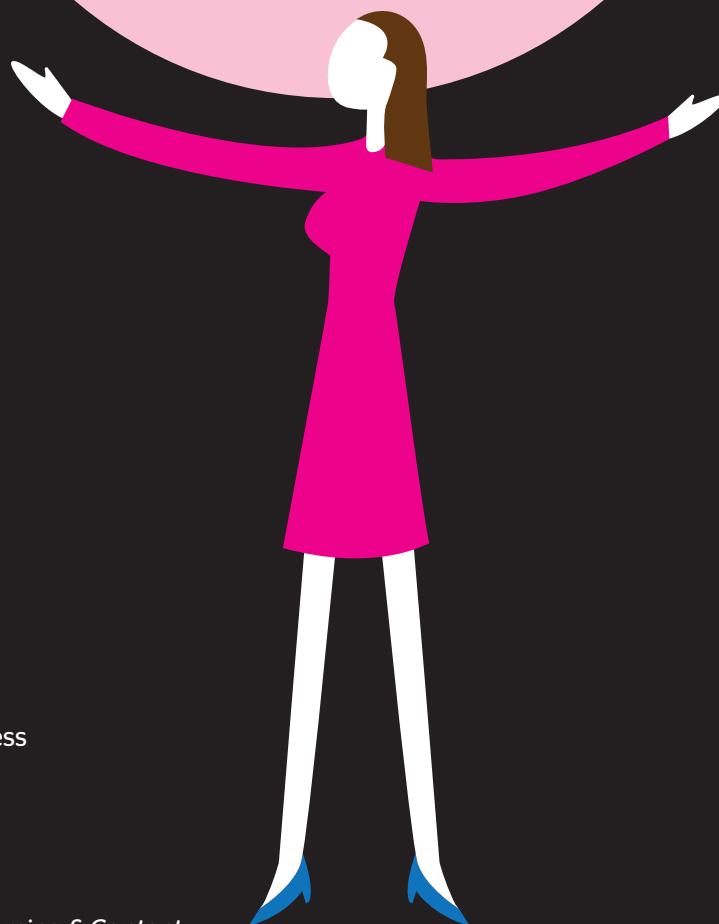
- Any “big idea” needs a story to inspire and engage teams, and take them on a journey that changes how they think, feel or act.
- **Storytelling is powerful across business, global causes and our professional and personal lives.**
- **When presenting an idea, submit a rough prototype.** This will keep people engaged and inclined to build on it, thus gaining a feeling of ownership and buy-in, and propelling an idea to fruition.
- **The best time to pitch an idea is in the morning,** when serotonin levels are high.
- **Learn more:** [Harnessing the Power of Stories](#)

Influence

- **Get to know, spend time with and learn from the extraordinary women leaders in our industry.** Help each other!
- As women, we should **reach out to and encourage each other, speak up for one another and provide acknowledgement.**
- **Bring other women along** as organizations with diversity of thought and a strong pool of women leaders are more successful.
- **Learn more:** [Influence](#)

Leadership

- **Every team member is heard** so all benefit from each member's wisdom and experience.
- **Dissent is good because it means debate,** improving the outcome.
- **Nice Girls can get the corner office—** let your strong leadership skills take the lead, be your authentic self and worry less about pleasing everybody.
- **Learn more:** [Acting with Power](#)



Top learnings from the Stanford Graduate School of Business & WICT, shared by:

Ellen East, EVP & Chief Communications Officer
Joan Gillman, EVP & COO TWC Media
Gail MacKinnon, EVP & Chief Government Affairs Officer
Melinda Witmer, EVP & Chief Video Officer & COO Programming & Content

Additional Leadership Resources from Stanford:
[Jennifer Aaker](#), [Deborah Greunfeld](#), [Huggy Rao](#), [Kelly McGonigal](#), [William Barnett](#),
[Margaret Neale](#), [Daniel Klein](#) & [Baba Shiv](#)

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