Teams in MLD-377M
Organizing: People, Power, Change

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GOALS

1. Leadership: Practicing Democracy
2. Pedagogy of Practice
3. Leadership Teams (Self-Governing)
4. Launching Leadership Teams
5. Learning From Launching Leadership Teams
Accepting responsibility for enabling others to achieve purpose under conditions of uncertainty.
CHANGE

POWER

PEOPLE
story of self

call to leadership

story of now

strategy & action

story of us

shared values & shared experience

PURPOSE

COMMUNITY

URGENCY
Pedagogy of Practice

1. Project Focused: Organizing Project (Responsibility)
2. Explain, Model, Practice, Debrief: get on the bike
3. Reflective Experiential Learning
4. Brave Learning Space
5. Sustained Coaching
6. Teaching Teams
Why Leadership Teams?
Why Leadership Teams?
Why Leadership Teams?
Why Leadership Teams?

DISTRIBUTED LEADERSHIP
Why Leadership Teams?
Effective Teams

- Outcome
- Capacity
- Learning
Effective Teams

Bounded
Stable
Interdependent

Purpose
Norms
Roles

Outcome
Capacity
Learning
Launching Leadership Teams

Weekend 1: Foundations
- Friday: Course Launch
- Saturday: Coaching
- Sunday: Story of Self
- Saturday: Relationship Building
- Sunday: Team Formation
- Saturday: Structure
- Sunday: Team Launch
- Saturday: Team Meeting

Weekend 2: Strategy
- Friday: Strategy
- Saturday: Regroup
- Sunday: Strategy
- Saturday: Action
- Sunday: Linking
- Sunday: Reflection & Celebration

Capacity Graph
How might we support student reflective learning as they form values-aligned teams?
Department
Story of Self
Interests
Personality

Individually Scaffolded Student Interactions
Teams Formed
When listening to your peers' stories, with whom did you connect?

Why did you connect with them?

What moved you? What in their story connected with you?

How much would you like to explore working with this person on a team?
How might we use the data collected in that scaffolding to better understand how teams form?
Story of Self

1:1s

In Total
## Taxonomy of Team Formation Processes

<table>
<thead>
<tr>
<th></th>
<th>Exogenous (Section or Department Connections)</th>
<th>Endogenous Density</th>
<th>Frequency of Interaction</th>
<th>Graph Shape</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integrated</td>
<td>Medium</td>
<td>High</td>
<td>Strong</td>
<td>Clique and/or Triangle</td>
</tr>
<tr>
<td>Partial Integration</td>
<td>Low</td>
<td>Medium to High</td>
<td>Weak</td>
<td>Triangle with tail</td>
</tr>
<tr>
<td>Low Integration</td>
<td>High (Sections)</td>
<td>Low to Medium</td>
<td>Weak and Fragmented</td>
<td>Variety</td>
</tr>
<tr>
<td>Weak (or no) Integration</td>
<td>High (Dept)</td>
<td>Low</td>
<td>Weak and Fragmented</td>
<td>Single Line, Loner</td>
</tr>
</tbody>
</table>
THANKS!

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