

“Interpersonal and Group Dynamics for Women”

an experiential leadership workshop by T-groups for Women

T-GROUPS FOR WOMEN experiential workshops draw inspiration from Stanford Business School’s most popular elective 45+ years running. Often called “Touchy Feely” by students, the foundational leadership development course is taken by over 90% of GSB students and often cited as the most influential course of their 2-year program.

T-groups for Women events focus on building skills and competencies that can be applied in professional and personal settings immediately following the workshop. (Note: while our professional weekend workshops are rigorous, have an intensive schedule and may elicit strong emotions at times, they are rarely intense in the way some students describe the GSB’s popular 10-week version of the course.)

This workshop helps today’s business employees and leaders develop in four critical areas:

- 1,2. Emotional Intelligence – Personal Competencies** of self-awareness and self-management
– **Social Competencies** of social awareness/empathy and relationship management
 - ◊ A TalentSmart [study](#) cited emotional intelligence as the strongest predictor of performance among 34 important workplace skills, explaining a full 58% of success in all types of jobs ... **and** that 90% of top performers are high in emotional intelligence.
 - ◊ EI has been cited as almost 90 percent of what moves people up the ladder and supports their success as a leader when IQ and technical skills are roughly similar ([link](#)).
- 3. Communication Skills, including giving and receiving feedback effectively**
 - ◊ The [World Economic Forum](#) lists people management, coordinating with others and emotional intelligence as three of the top six workforce skills needed to thrive in 2020.
- 4. High-Performing Team Dynamics, including Psychological Safety and Inclusive Diversity Dynamics**
 - ◊ The highest performing teams are those which experience [psychological safety](#).
 - ◊ Teams that include, retain and make use of their diversity are shown to be [smarter teams](#).

Learning occurs through the presentation of conceptual frameworks followed by talking circles in which participants practice – and get immediate feedback on – the skills just presented. Through giving, receiving and witnessing real-time feedback, and focusing on self-awareness while occupying each role, one can internalize new theories and “lock in” desired behavior changes. With in-the-moment coaching, as well as the safety provided by supportive and neutral learning partners who are outside one’s daily networks, participants are able to understand and make shifts around feedback they may have received for years but not known how to implement. Participants also report transforming old limiting beliefs or interpersonal behaviors and habits that were holding them back but which they hadn’t fully known about or understood how to change prior to the workshop.

The program is run by a highly qualified staff of professional facilitators. The founder, program director and lead facilitator, **Jana Basili, MCC** is a leadership coach with a Master Coaching Credential from the [International Coach Federation](#) (ICF). The ICF is the highest regarded coach credentialing organization in the world, and of 30,000+ ICF member coaches, just over 1,000 hold the coveted MCC designation.

Based in the San Francisco Bay Area, Jana helps business leaders cultivate important individual, team and relationship skills. She has facilitated T-group learning experiences at Stanford Business School since 2003, where she is a consultant, coach and trainer for their professional facilitation pool. Jana has delivered similar weekend experiences at renowned institutions including Stanford Executive Education, Yale School of Management, INSEAD Global Management School, Stanford Center at Peking University, University of San Francisco School of Law, NTL Institute for Applied Behavioral Science (the creator of T-group technology) and Cross-Cultural Communications, Inc. She’s pleased to bring this transformational learning technology to leaders and employees of companies from startups to large international organizations.

Jana serves as one of four Master Facilitators for the Stanford GSB’s Global Alumnae Women’s Circles program. She delivers T-groups for Women workshops with carefully selected, highly experienced professional facilitators and coaches who have also done considerable T-group and Women’s Circle work for Stanford and other respected organizations.

For more information visit <https://www.tgroupsforwomen.com> or contact Jana Basili, MCC at 650-291-1065 or jana@tgroupsforwomen.com