

Group Exercise

- In the breakout room, you'll do a round robin share of 2 prompts, then a big group discussion.
- Before you join your breakout room, take a moment to quietly brainstorm your answers to two questions:
 - What's one thing you heard in these talks that felt surprising?
 - Which of these three skills would be *most impactful* for your organization to focus on right now?
 - Default to coaching more than mentoring
 - Intentionally sponsoring
 - Giving feedback
- For the round robin: go alphabetically down the list, and each person will share their answer to both of these questions.
- Everybody else who's listening during other people's round robin answers - stay silent!
- Then, you'll discuss as a group, what 1 thing you'd like to change at work related to the skill that came up the most during round robin sharing.
- What do you need to be successful in enacting that change?

