

# Leadership Lab: Leading Teams

This Leadership Lab stream centers on your Columbia Business School Learning Team experience. Working on a self-directed team develops leadership capabilities such as giving and receiving feedback, inclusiveness, collaboration, and consensus building. Orientation sessions run by second-year MBA Peer Advisors and renowned teamwork trainers prepare your team for optimal performance and learning. These sessions set the stage for the “Lead” class in week two. Through the fall, Peer Advisors provide continuing team assessment and coaching. Optional workshops through the year offer further insight and tools for specific leadership goals.

## Pre-Orientation

Columbia University Team Roles Inventory (CUTRI)  
Provides feedback about teamwork role habits relevant to understanding yourself and your team.

## Orientation

Session 1. Learning Team “Jump Start”

Led by: *LTI* trainers and CBS Peer Advisors

Format: CUTRI feedback, team challenge, coaching, team charter exercise

Key Themes:

- Understanding team roles
- Setting shared norms and goals
- Feedback and communication

Session 2. Inclusive Leadership: Notes on Diversity

Led by: *Dan LaPasha (LTI)* and *Daniel Roumain (DBR)*

Format: Interactive discussion, Q & A

Key Themes:

- Raised awareness of diversity in business
- Developing common group goals
- Leveraging strengths from diversity

Session 3. Talking in Teams

Led by: *Business Improv* trainers

Format: Performance, exercises in pairs and groups

Key Themes:

- Active listening and facilitation techniques
- Engaging and responding to audiences
- Setting norms for team creativity
- Sharing leadership and building on ideas of others

Session 4. Team Case Presentations

Led by: Peer Advisors

Format: Presentations followed by feedback

Key Themes:

- Inclusion, collaboration, and learning
- Clarity and richness of argument
- Engagement and polish of presentation

“Lead: People, Teams & Organizations”

(A Core class taught by Management faculty)

Format: Lecture, problems, case analysis, role-plays

Key Themes:

- Decision-making biases and techniques
- Persuasion, negotiation, and team dynamics
- Organizational culture and leading change

## First Semester

“Lead” 360 Project

- 360 assessment and feedback online
- Executive coaching session about leadership

Peer Advisor Coaching

Informal individual meetings (as desired)

Team Check-in (one month in)

- Teamwork Assessment Exercise
- Team Charter review and updating
- Team Development (two months in)
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Workshops and Book Talks

Led by faculty and practitioners. Topics include:

- “Friend & Foe” with Adam Galinsky
- Taking Initiative for Inclusiveness
- Executive Presence, Strength and Warmth
- Cultivating Creativity
- Getting Things Done