

## “T-Groups for Leaders”

An experiential skill development course to strengthen interpersonal and group competencies  
by Learning with Experience, LLC

**T-GROUPS FOR LEADERS experiential workshops** draw inspiration from Stanford Business School’s most popular elective 50+ years running. The foundational leadership development course is taken by over 90% of GSB students and often cited by graduates as the most influential course of the 2-year MBA and 1-year MSx programs.

**This weekend course helps leaders and emerging leaders develop in four critical areas:**

- 1. Emotional Intelligence – *Personal Competencies*** of self-awareness and self-management
- 2. Emotional Intelligence – *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 instruction of conceptual frameworks plus “laboratory” conversations in which participants practice—and receive immediate feedback on—the skills just presented. Through giving, receiving and witnessing real-time feedback, and focusing on self-awareness while trying new behaviors, one can internalize and lock in desired changes.

Participants begin to transform limiting beliefs or interpersonal habits that were holding them back but which they hadn’t fully understood or known how to develop prior to the workshop. Even when feedback has been received for years, participants may develop new awareness and the ability to make shifts, due to in-the-moment coaching and the safety provided by supportive and active learning partners who are outside one’s daily networks.

**Participants apply learnings to professional & personal settings immediately following the event.**

**The program is run by a highly qualified staff of professional facilitators.** The founder, program director and lead facilitator, **Jana Basili, MCC** is an executive and team 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.

Through her firm Learning With Experience, LLC, Jana and her team help business leaders cultivate important individual, group and relationship skills. As of 2023, she’d facilitated 85 T-group learning experiences at renowned institutions including Stanford Business School, Stanford Executive Education, Chicago Booth School of Business, 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.

Jana leads executive women’s coaching circles for Chief.com, and served as one of only four Master Facilitators for the Stanford GSB’s Global Alumnae Women’s Circles program. She co-delivers T-groups for Leaders and T-groups for Women events with carefully selected professional facilitators and coaches who have delivered considerable T-group and leadership coaching work for Stanford and other respected organizations. She’s pleased to bring this transformational learning technology to the private and non-profit sectors, from startups to large international organizations.

Investment: \$1480

**To apply, and for details on dates/locations,** visit <https://www.tgroupsforleaders.com>  
or contact Jana Basili, MCC, Program Director, at 650-291-1065 or [jana@learningwithexperience.com](mailto:jana@learningwithexperience.com)