

## Smarter Collaboration Insights

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Sharing ideas to accelerate smarter collaboration

March 2024

### THOUGHT LEADERSHIP

#### **Wharton Magazine: Using GenAI as a Real-Time Collaborative Teammate**

One of our global beverage clients regularly brings GenAI into her team's conversations, asking it questions about risk, compliance, and sustainability to gain new perspectives and challenge the group's thinking. "This has been my best friend for the past six months," the chief innovation officer said. "It helps me structure discussions on the spot." Read more in Ivan Matviak's [new Wharton Magazine article](#). Take our survey to help us build deeper knowledge (by clicking [here](#)).



#### **Smarter Collaboration Podcast: Building Better Boards (and Teams)**

One of Silicon Valley's first African-American CEOs, best-selling author, and corporate board member extraordinaire, **Shellye Archambeau** [has rich perspectives](#) on what it takes for leaders to thrive and inspire the best in their collaborators. One approach we found highly novel: at the end of a meeting ask

each participant how the meeting went—including what they are excited and concerned about.



### **Smarter Collaboration Podcast: Collaborating on Theme Parks**

If designing theme parks doesn't require smarter collaboration, we don't know what does! In [our conversation with former Disney Imagineers](#) and creative consultants **Ryan Harmon and Joe Lanzisero**, we learned about the different parties that come together to turn great entertainment ideas into reality. The pair sees themselves as conductors, who take an initial client concept, “plus” it, and then lead the “orchestra” that carries it out.



### **Smarter Collaboration in Outer Space**

This week we will release our latest Smarter Collaboration podcast, where NASA astronaut and microbiologist **Kate Rubins** describes how smarter collaboration has helped her accomplish her goals: everything from developing therapies for Ebola and Lassa viruses to being the first person to sequence DNA in space. Keep your eye on [our podcast page](#) for this thriller (or better yet, subscribe!).

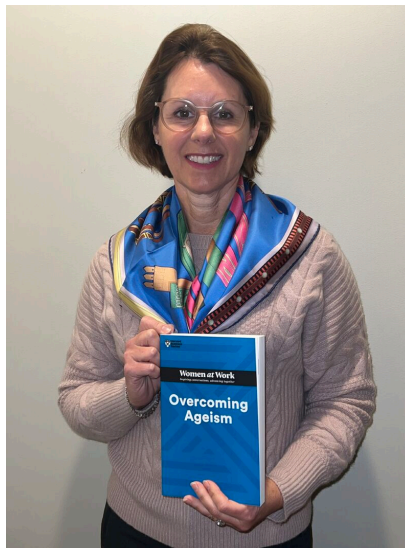


## BOOKS

### Smarter Collaboration Article Featured in New HBR Book

Dr. Heidi K. Gardner's [HBR article with Denise Roberson](#), "3 Strategies to Bridge Generational Divides at Work," is part of a new HBR book: [Overcoming Ageism](#). The book offers stories, research, and advice about navigating gendered age discrimination and bias at work. Their tips include:

- Build and capitalize on a shared sense of purpose
- Use team launches to highlight how differences matter
- Launch and sustain a reverse mentoring program



## COLLABORATORS

### Gardner & Co. Welcomes Visiting Scholar

For the next month, we are hosting Henrik Bienstein as a "scholar-in-residence." Henrik is finishing his PhD program at the WFI - Ingolstadt School of Management in Germany, where he investigates the phenomenon of

“employee silence.” We’re using this opportunity to push our GenAI research in the following areas:

- Using GenAI as a real-time collaborative team member and sparring partner
- The effects of GenAI on professional development and capability-building as it takes over rudimentary tasks



## RESEARCH

### Understanding GenAI's Collaborative Potential

Can you help us understand and predict the role of GenAI in boosting (or hindering?!) smarter collaboration? Even if you don't use GenAI much at work, please take [our five-minute survey](#). Here, we are exploring the role of GenAI as a real-time team member and sparring partner in organizations. By providing your candid (anonymous) views, we'll grant you special access to the top insights from the survey. Thank you!



### Celebrating International Women's Month with Pro-DEI Research

Skeptics often push back on the premise that gender diversity leads to performance. In just four minutes, I [was happy to take on one of those skeptics](#) – a noted BBC journalist, no less. I explain how [our empirical research](#)

(conducted with Randall Peterson of London Business School) unpacks the clear process by which diversity has the potential to add value.



## STAY CONNECTED

### Keep in Touch

Follow Gardner & Co. on [LinkedIn](#) and visit our [website](#) for extra news and insights on smarter collaboration.

### Subscribe to our Podcast

Follow our [Smarter Collaboration Podcast](#) to hear how gutsy leaders bring diverse thinkers to the table and create breakthrough outcomes.

### Watch our Videos

Check out our YouTube channel, which [includes 30-plus videos](#) about smarter collaboration - including how to put it into practice.

### Give Feedback

What else can we do together? Please send your thoughts to Christine at [christine@gardnerandco.co](mailto:christine@gardnerandco.co).

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