Session TEN: BGen Shea, USMC: “How diversity makes us better”

Brigadier General Bobbi Shea, USMC, Commanding General 1st Marine Logistics Group! She’s an INSPIRATION!

Start Time : Apr 9, 2021



Zoom Meeting Recording:
https://zoom.us/rec/share/XEiCRN-DolzFMvBEHZpIu34hsbgLTXXCE0HZ9gr4KWZd1Udx_eWbAMWAeiDyIZ0j.RK48Hg9xKBBONzVh

References:

* Thinking in Bets, Making Smarter Decisions when you don’t know all the Facts, Annie Duke
* The Devil Wears Prada, Anne Hathaway
* Dare to Lead, by Brene Brown
* Mary Poppins, WWMPD? When she is nearly fired, and instead re-focuses on family relationships.
* The Mona Lisa Stratagem: The Art of Women, Age, and Power
* Franklin, “The Room where it happens” song from act 2 of the musical
* Adam Grant, “Think Again, The Power of knowing what you don’t know”
* Scientific American article: https://www.scientificamerican.com/article/how-diversity-makes-us-smarter/

Summary notes:

*In the military, we want to move out AT SPEED, sometimes with incomplete information. We may think different perspectives are in competition, but truth is they give us more, valuable, information when added. (YES! It is both the 805 split AND the 805 merge!)

*Strategies she developed over time, when she thought she may be the only giraffe in the room:

1) Advance work, one on one ahead of the decision meeting
2) Recognize other “giraffes” in the room who may have a diverse opinion, prevent group think
3) Create a safe (physiological) space to value each person’s uniqueness.

* The General who pulled BGen Shea aside to say that her uniqueness was her superpower . . .

- Turns out, he said that, individually, to EVERYONE!