

HOW TO BUILD DIVERSE TEAMS



7 SKILLS OF AN ENTREPRENEURIAL MINDSET

At the Entrepreneurship Institute, we believe that everyone can be entrepreneurial.

These 7 Skills of an Entrepreneurial Mindset represent the behaviours, approaches and attitudes of successful entrepreneurs that anyone can practice, develop and hone.

Find out more on our [website](#).

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- Compel
 - Disrupt
 - Think Lean
 - Validate
 - Commit to Growth
 - Build Teams
 - Get it Done

7 SKILLS: BUILD TEAMS

From group assignments to planning a friend's surprise party to almost any project you'll have to do at any job, cooperation and the ability to work in a team are skills you will need in your arsenal.

Unlike your friendship group, you don't always get to choose (or even know in advance) who you'll be working with. This brings us to the concept of 'teaming,' the action of making teamwork on the fly with whoever you have on hand. It requires coordinating and collaborating with people across all kinds of boundaries (experience, time zones, distance) to get things done.

To make teamwork takes work! Like any relationship, teams need care and attention and, of course, communication. It's also pertinent to highlight the importance of diversity in building teams – such as thought, ideas, experiences, skills and backgrounds – as well as creating inclusive cultures where everyone feels empowered to contribute.

ASSESSING YOUR OWN BUILD TEAMS SKILL

Consider the following statements:

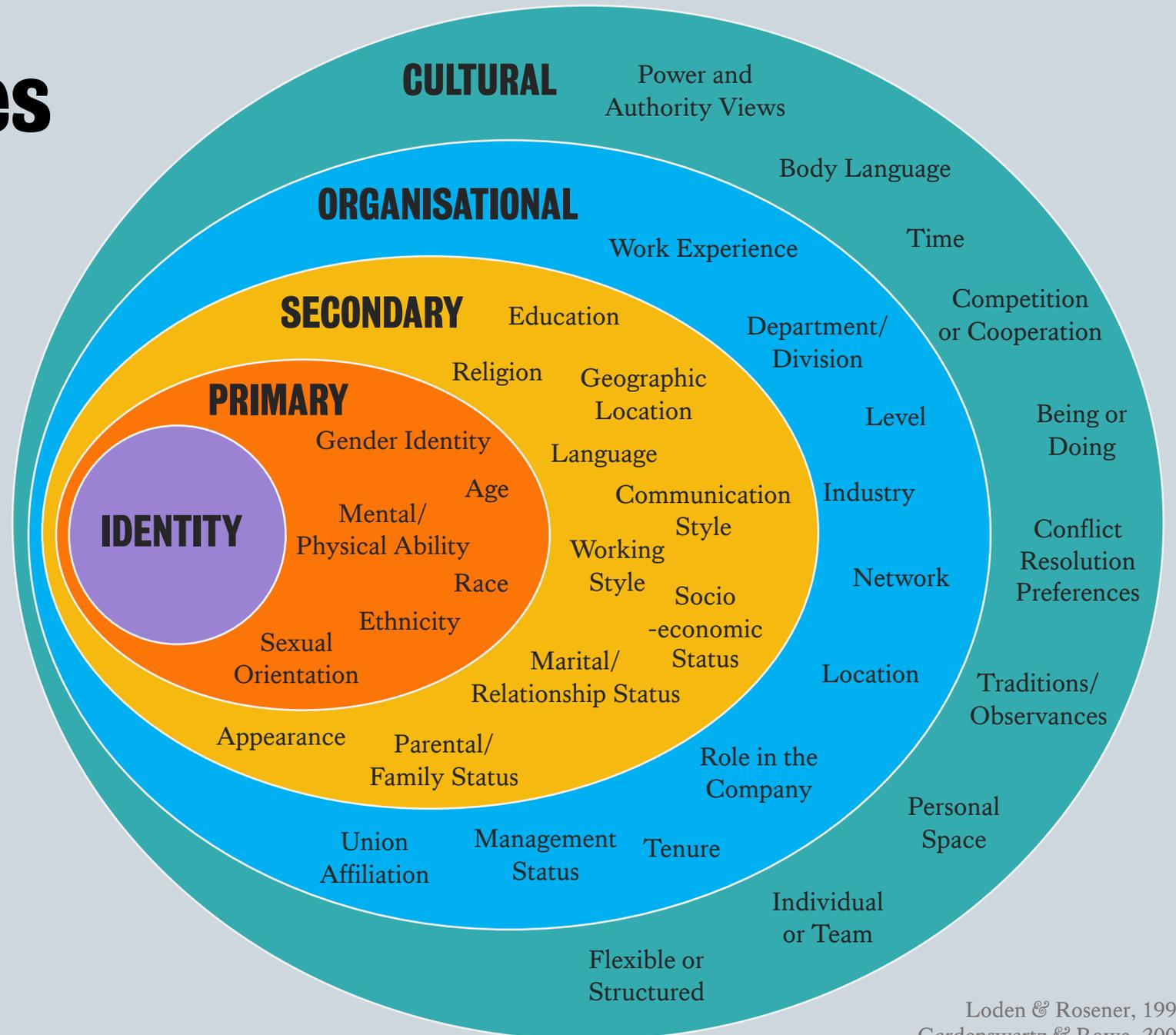
- I actively seek out opportunities to engage and work with people that have different experiences and backgrounds to me
- I can help cultivate a positive and inclusive team culture in which everyone feels motivated, included and valued
- I feel able and confident to deal with conflict and difficult conversations for both myself and between others in my team

How often do you actively practice these principles? It can be tempting to stick to people you know and groups you're familiar with, but taking the opportunity to challenge yourself and put yourself in new environments will be hugely beneficial in the long-run. The following pages will support you with how to go about forming diverse teams.

Diversity catalyses innovation

There are multiple dimensions of diversity and something truly amazing happens when we bring it all together!

It allows us to expand beyond our limited personal views and open up through encouraging different perspectives and creating an environment where “out-of-the-box” thinking is heard and appreciated.



OVERVIEW OF STEPS

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- Assess your Skills and Expertise
 - Identify Gaps
 - Start Searching
 - Reach Out and Form Team
 - Develop a Team Charter
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1

Assess your Skills and Expertise

Whether you have an idea yet or not, you'll want to begin by getting very clear on your skills and expertise and have any current partners or team members do the same. When evaluating your skills, it is helpful to consider the following:

- Competences, techniques or 'knowledge sets' developed academically
 - What are you studying?
- Attributes of your approach to group work
 - What skills make you a great team member? Is it leadership, interpersonal communication, etc?
- Personal interest, capability, attributes from outside education
 - What are some of your relevant experiences as a customer or user; evidence of personal interest; or an indication of approach to the task?

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Identify Gaps

Maybe you have a lot of clinical skills but could use more business experience - Or maybe you've come up with a great idea for a new app but lack the knowledge of how to code.

Whatever the case may be, bring your analysis together and identify any gaps in skills and knowledge that you currently have on your team. Next, create a profile (or profiles) of the skills and attributes you are looking for that you have identified as gaps in your team.

3

Start Searching

There are several different ways you can go about searching for new team members:

- Ask your friends, tutors and classmates to each recommend a couple of people they know with the skill set you are looking for. This helps to go beyond your immediate network and connect with people from other course and faculties.
- Look for people who have done programmes at King's where certain skills would have been delivered. E.g. Policy Idol, Sustainability Champions, etc.
- Here at King's, we have nearly 300 societies and activity groups which are a wealth of specialised knowledge and interests! Head to the [KCL Student Union's website](#) to sort through them all.
- Lastly, you can take to LinkedIn and search specifically for those desired skills and attributes.
**Hint: Try searching things like "student King's College London [insert skills]"

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Reach Out!

Send a message introducing yourself, outline a little bit about the challenge or problem you are looking to solve and what skills/knowledge you are specifically seeking.

Ask to set a time to chat 1:1 to make sure that it is a mutually good fit. If it turns out it is not a good fit or they do not have the capacity to take on this project, ask them if they have a friend or colleague they'd recommend that could be interested.

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Develop a Team Charter

Once your search is over and your team has come together, develop a team charter together.

A team charter does not have to be very long but it does help to enable you and your team to:

- Establish a clear picture of what team success looks like
- Clarify roles and responsibilities
- Improve communication and commitment
- Identify the time and resources needed to carry out the idea

Check the resource slide to see how you can begin building a team charter.

Resources for Team Building

- How to Build a Team Charter

<https://www.ccl.org/articles/leading-effectively-articles/what-is-this-team-for-and-why-am-i-here/>

- Secrets of a Successful Team

<https://www.wired.co.uk/article/remote-work-collective-intelligence>

- The 10 Faces of Innovation

<https://www.ideo.com/post/the-ten-faces-of-innovation>

- Belbin's Team Roles

<https://www.accelerate.uk.com/training-tools/belbin/nine-belbin-team-roles/>

- Psychological Safety for Teams

<https://accelerate.uofuhealth.utah.edu/improvement/psychological-safety-for-teams>



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