



E-IDEA

TEAMWORK INITIATIVE



McGill
UNIVERSITY

SUMMARY REPORT

FALL 2021 WORKSHOPS

Faye Siluk, Renee Pellissier,
& Claudia Flynn

Table of Contents

- [Introduction](#)
- [Our workshops](#)
- [Snapshot of student satisfaction](#)
- [Feedback on teamwork content](#)
- [Feedback on EDI content](#)
- [Workshop topic-specific feedback](#)
- [Relevance](#)
- [Areas for improvement](#)
- [Additional interests](#)
- [Key takeaways](#)
- [Get in touch](#)

What is the Teamwork Initiative?

The Teamwork Initiative is an innovative program within E-IDEA (Engineering Inclusivity, Diversity, and Equity Advancement) that teaches collaborative skills while building applicable knowledge around equity, diversity, inclusion, and social justice.

In the Fall 2021 semester, the Teamwork Initiative partnered with 7 courses to provide a total of 20 workshops to undergraduate Engineering students. Feedback collected after each workshop indicates that students appreciated the presented material and would like to continue learning about Teamwork and EDI.

Our Workshops

Collaboration
and
Communication

Effective
Meeting Skills

Managing
Group Conflict

Giving and
Receiving
Feedback

Task vs. Process

Exploring
Personal Values

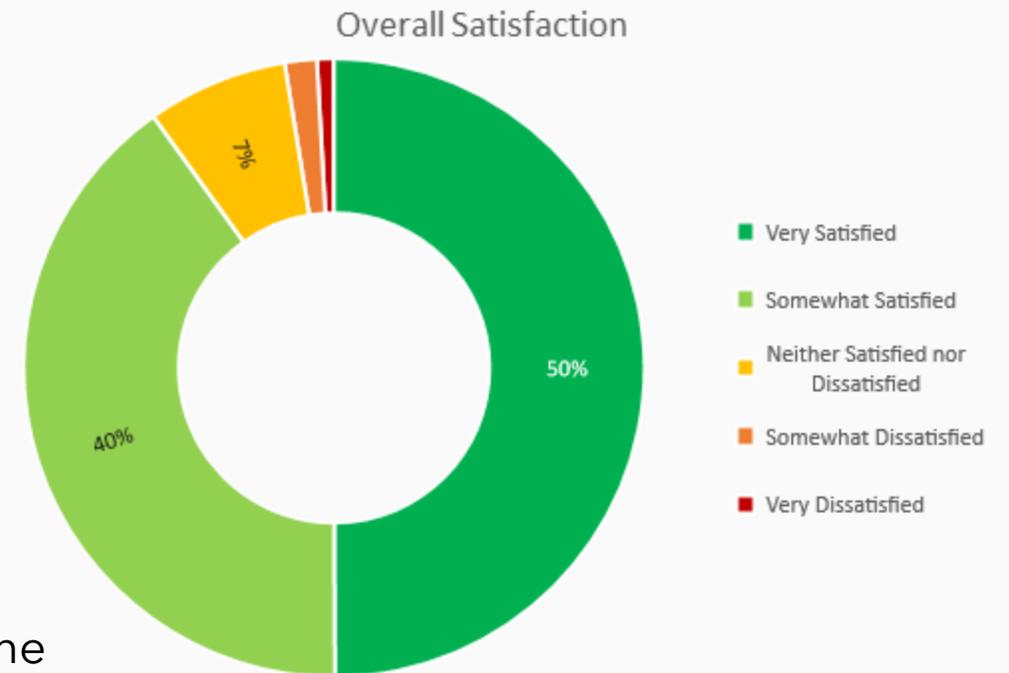
Power, Privilege
and Implicit Bias

Global Snapshot

Out of 900 respondents:

- **90% satisfied with E-IDEA workshops**
- **91% satisfied with the content**
- **93% satisfied with the facilitator**

“My favorite part of the workshop was the presenters' enthusiasm & knowledge”



Student Feedback on Teamwork Content

"Getting to see how even small, inconsequential group activities and their dynamics can apply to larger, high-stakes team efforts in the professional world."

- CHEE 456 Student
Task vs Process

"My favorite part of the workshop was when they discussed the difference between a group and a team... I liked how they explained that a team has many natural leaders at different stages in the work whereas a group just has 1 leader throughout."

- CIVE 418 Student
Collaboration and Communication

"I liked the explanation of the varying types of ways we can work together. For example, the difference between collaboration and cooperation."

- ECSE 223 Student
Collaboration and Communication

Student Feedback on Equity, Diversity & Inclusion Content

"Honestly, I found it one of the best workshops so far. There's a lot of bias in groups and it was good to mention them. In my group I found everyone had bias regarding each other from the very first day we met, so acknowledging this bias was definitely a good and useful thing."

**- ECSE 223 Student
Power, Privilege, and Implicit Bias**

"I enjoyed the discussion on implicit bias. I feel like this is a topic I already had some perspective on, but it made me reconsider the importance of being aware of ones such biases and their impact on everyday life."

**- ECSE 223 Student
Power, Privilege, and Implicit Bias**

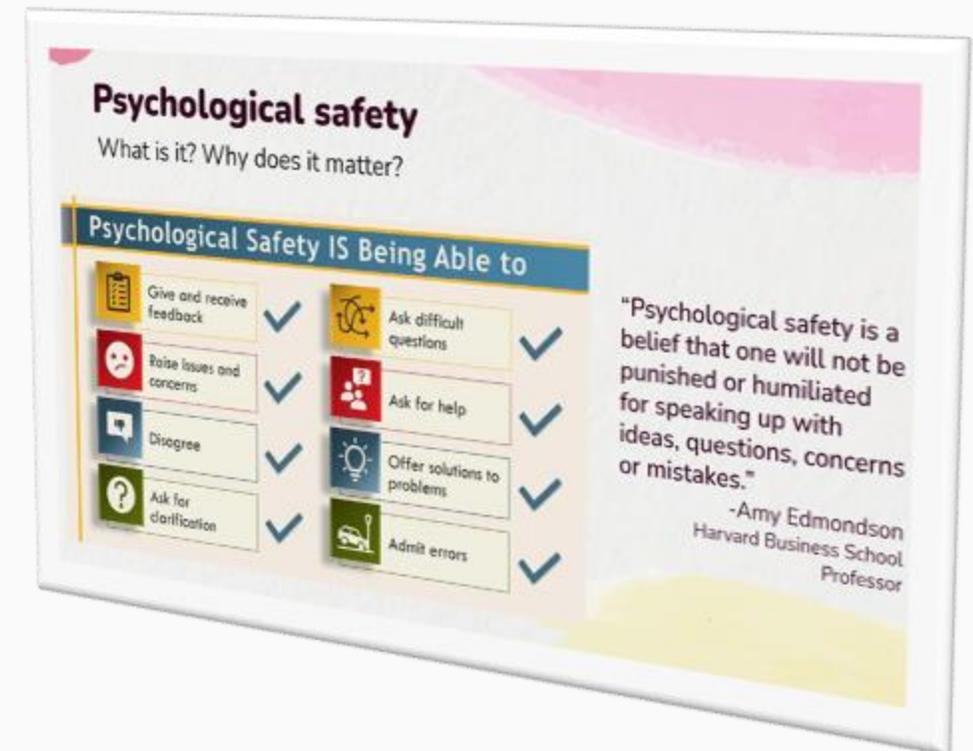
"I liked learning about how diversity is more than just physical features, but also things like personal beliefs, values, and your upbringing"

**- FACC 100 Student
Power, Privilege, and Implicit Bias**

WORKSHOPS

Collaboration and Communication

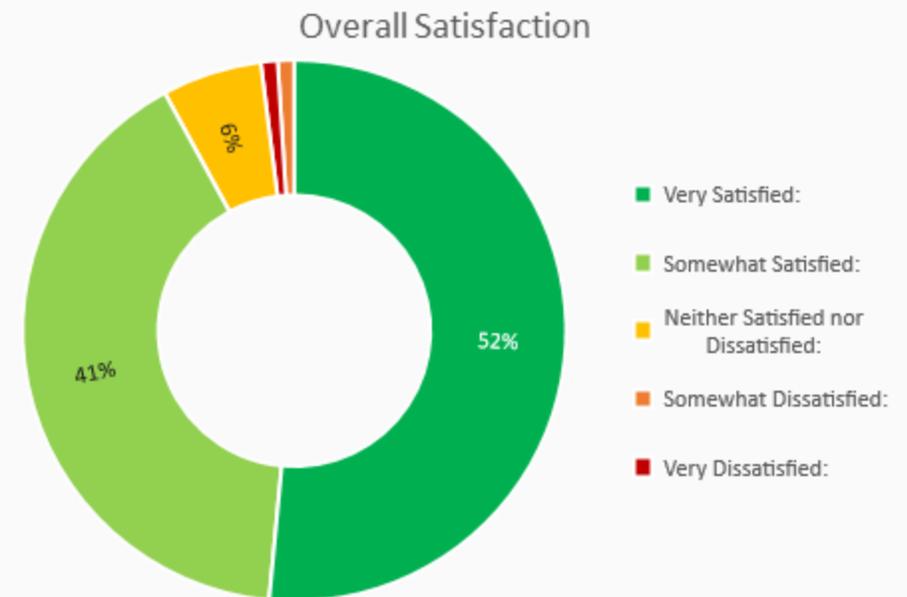
This interactive session is designed to teach students the key components of collaboration, offer practical strategies to work together effectively, and provide an opportunity to practice these skills with peers.



Collaboration and Communication

Out of 122 respondents:

- **93% liked the content overall**
- **Students were drawn to the teamwork and discussion aspects of this workshop**



Collaboration and Communication

Student Feedback:

"I enjoyed discussing the power dynamics"
- ECSE 223

"I liked how key topics were refreshed. At McGill, such workshops are being done frequently and I believe that by doing so, the core values will become accepted by all!"
- MIME 352

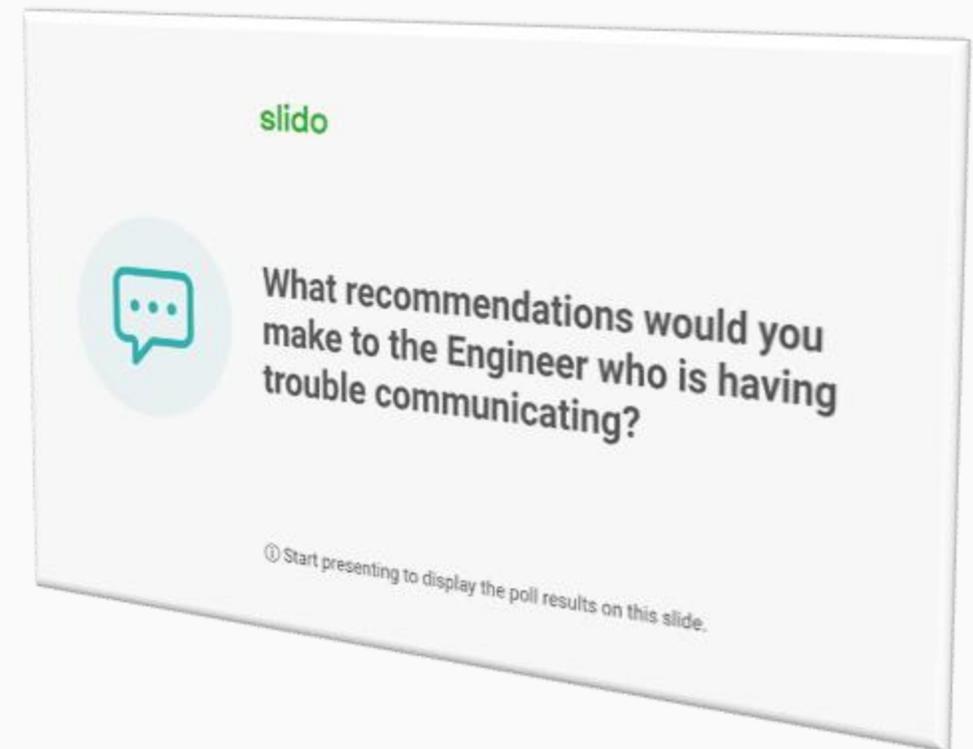
"I liked the discussions with the team as it was a good time to do some team bonding and talk about how we are going to work well together." -ECSE 223

"I liked the introduction to the concept of psychological safety"
- CIVE 418

"More time could be spent on communication skills and examples rather than theories."
- MIME 352

Effective Meeting Skills

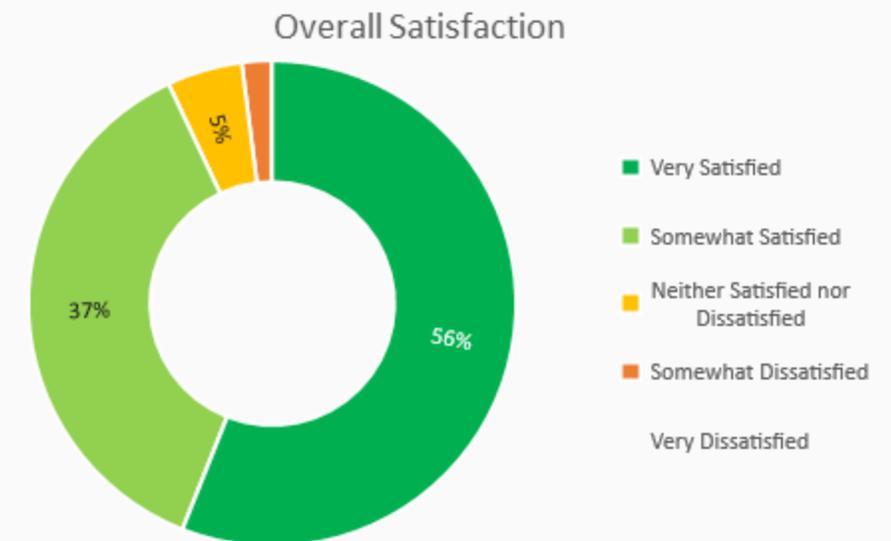
A good meeting is like a good conversation; the key is communication. In this workshop, students learn both the interpersonal and technical skills required to ensure meetings are effective, including agendas, roles, and minute-taking



Effective Meeting Skills

Out of 106 respondents:

- **93% liked the content overall**
- **Students really enjoyed getting to know others in the class through group discussions, Slido polls, and Reddit scenarios**



Effective Meeting Skills

Student Feedback:

“The answers shared by other students. Gives a good sense of where everyone's head is at mentally and helped me feel like I'm not alone.” - CHEE 456

“My favorite part was the fact that everything learned is part of real-life practice” - MIME 352

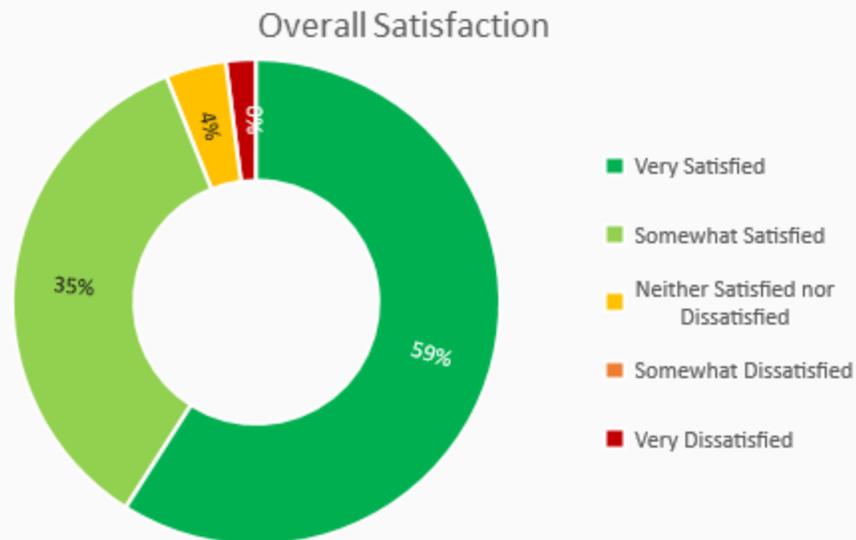
“I enjoyed the examples from the guest speaker related to the most relevant points of the ted talk. It provides a deeper understanding of what's behind the scenes in the workplace and of what resembles to our meetings in student projects.” - ESCE 211

Managing Group Conflict

In this workshop, students learn to differentiate between constructive and destructive conflict, apply common approaches to difficult conversations, and analyze case studies that allow them to apply the theory in relatable real-world scenarios.



Managing Group Conflict



Out of 123 respondents:

- **94% liked the content overall**
- **Students enjoyed the use of technology in this workshop and loved the reddit post analysis**
- **Thoroughly enjoyed the discussion and showing the different conflict types**

Managing Group Conflict

Student Feedback:

"I liked how the presenter used the Thomas-Kilmann model to visually represent different personalities with respect the axes: assertiveness and cooperativeness."

- ESCE 223

"My favorite part was that it presented situations that are likely to occur in an engineering environment as well as solutions we could apply in such situations." - MIME 352

"How to apologize for my behavior." - MIME 352

"How you can have different ways of dealing with conflict depending on who you're with" - ESCE 223

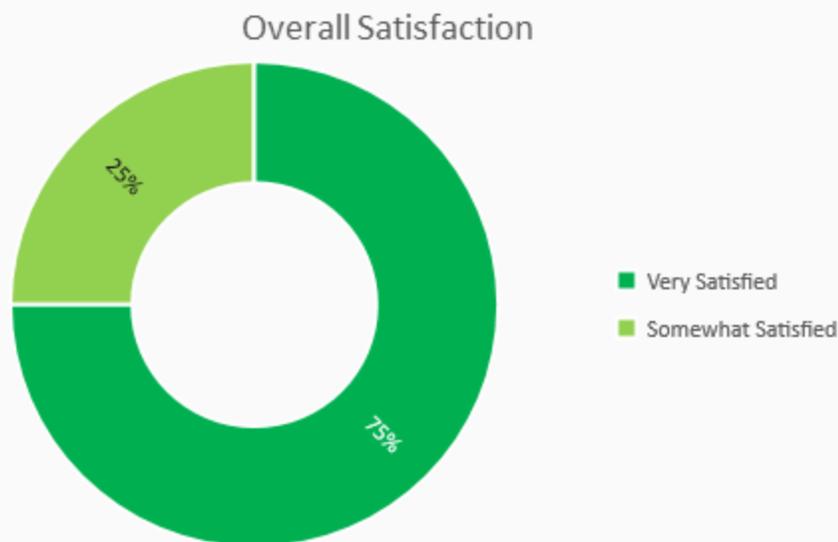
"The discussion of the relative strengths of the conflict types" - ESCE 223

Giving and Receiving Feedback

This interactive workshop coaches students in giving and receiving constructive feedback amidst team conflicts and complex power dynamics.



Giving and Receiving Feedback



Out of 4 respondents:

- **100% liked the content overall**
- **Everyone was a fan of the skits in this workshop as well as the Slido polling**

Task vs. Process

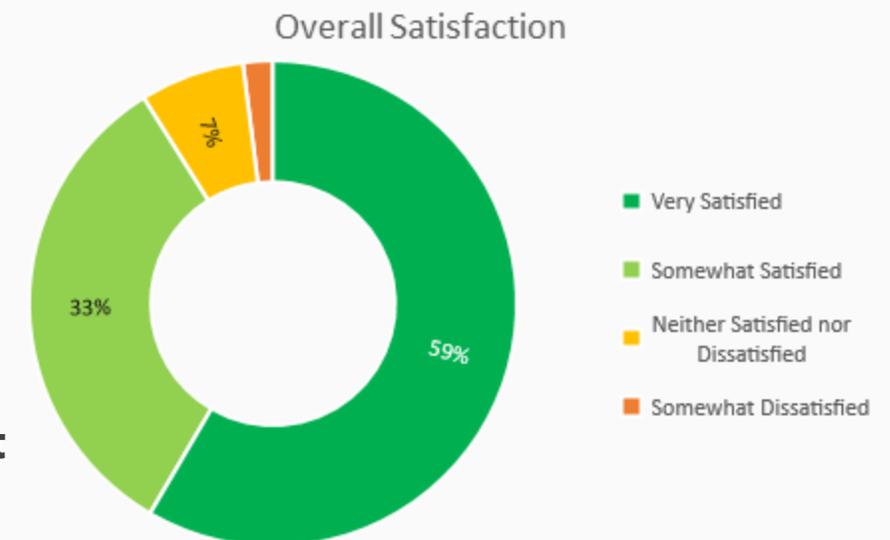
In this hands-on workshop, students use playdough to explore the difference between their project teams' task and the process of working together.



Task vs. Process

Out of 58 respondents:

- **92% liked the content overall**
- **Students loved working with playdough and building on other people's models**
- **The discussion portion at the end was also a hit**



Task vs. Process



Student Feedback:

"My favorite part was letting students [speak] up about how they actually feel... Tensions were high during the final portion of the lecture where students who have clearly bottled up a lot of their emotions and thoughts regarding the education system finally felt like they had a voice...

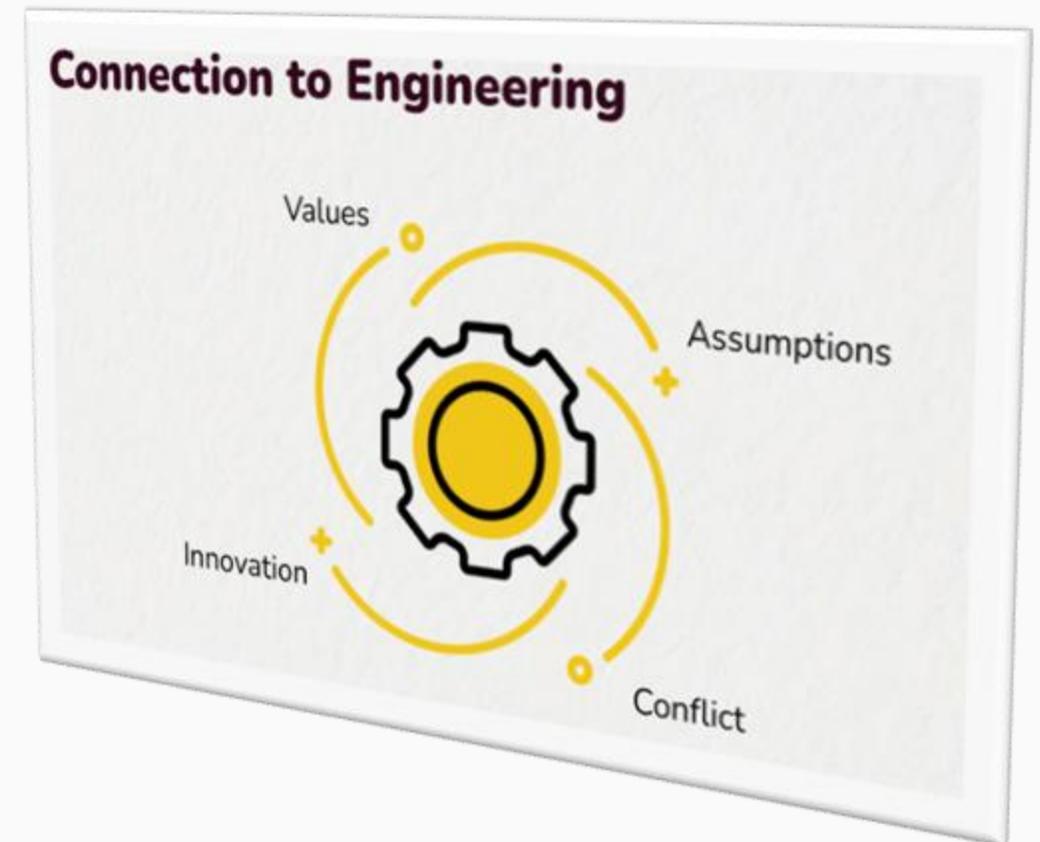
I feel that normalizing this kind of open conversation is beneficial to us all and applaud the facilitators for guiding us to it. Furthermore, it was commendable that the profs present let the student vent their thoughts on the matter without feeling attacked or targeted.

All in all, *it was a breath of fresh air.*"

- CHEE 456 Student

Exploring Personal Values

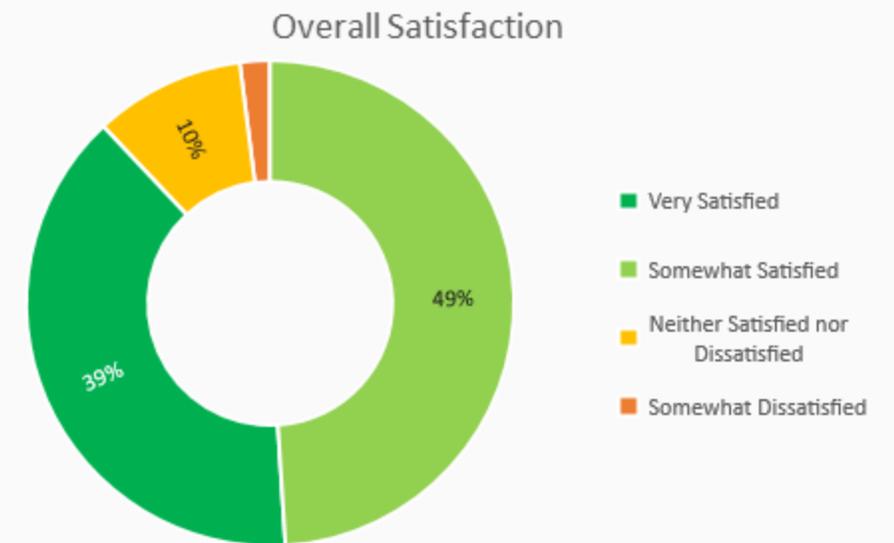
Students are given the opportunity to investigate their own strengths and challenges as a team member and begin thinking about what kind of leaders they hope to be as they examine the connections between their personal values and their behavior on a team.



Exploring Personal Values

Out of 252 respondents:

- **88% liked the content overall**
- **Students loved the personal value assessment quiz**
- **Engaging in breakout rooms was an awesome way to meet new people**



Exploring Personal Values

Student Feedback:

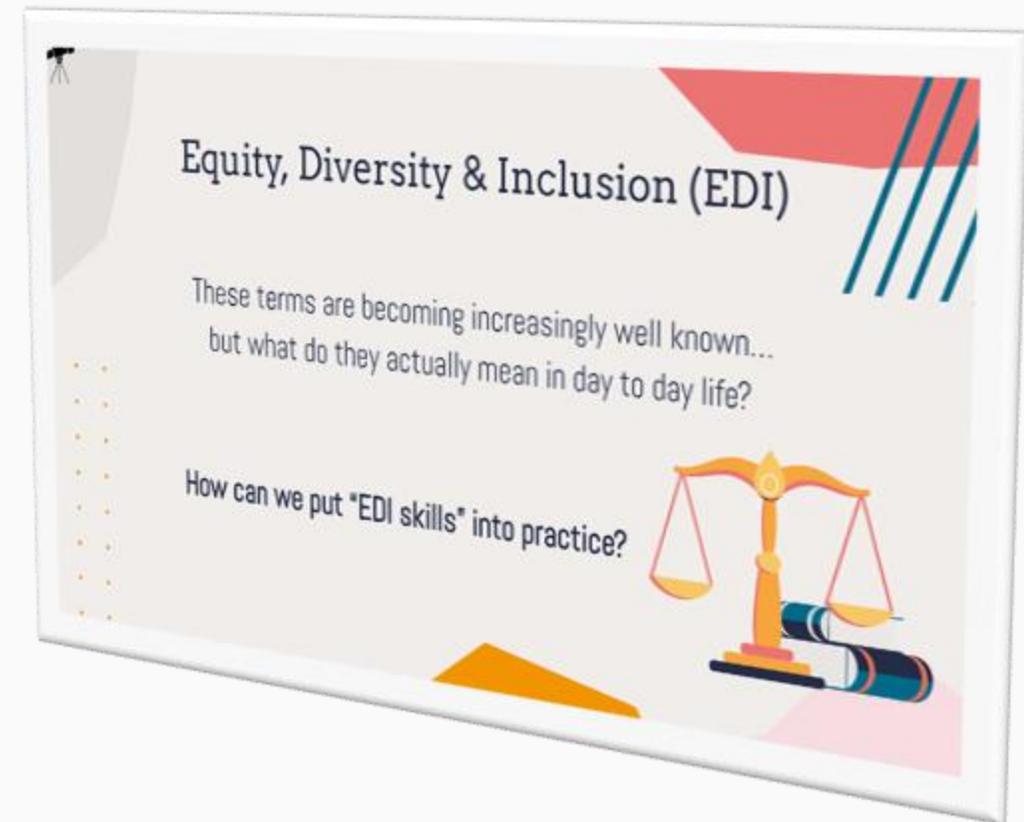
"I liked that it focused on values, rather than traditional "personality type" assessments. This felt more accurate to who I am, and not like I was being forced into a box."
- FACC 100

"Learning about myself and how I work in a team, it makes me think about my actions in a different way and better understand how to cope with conflict."
- FACC 100

"The explanations of how the "values I value" affect not only my behavior but who I am in general as well as the balance I have in my life."
- FACC 100

Power, Privilege, and Implicit Bias

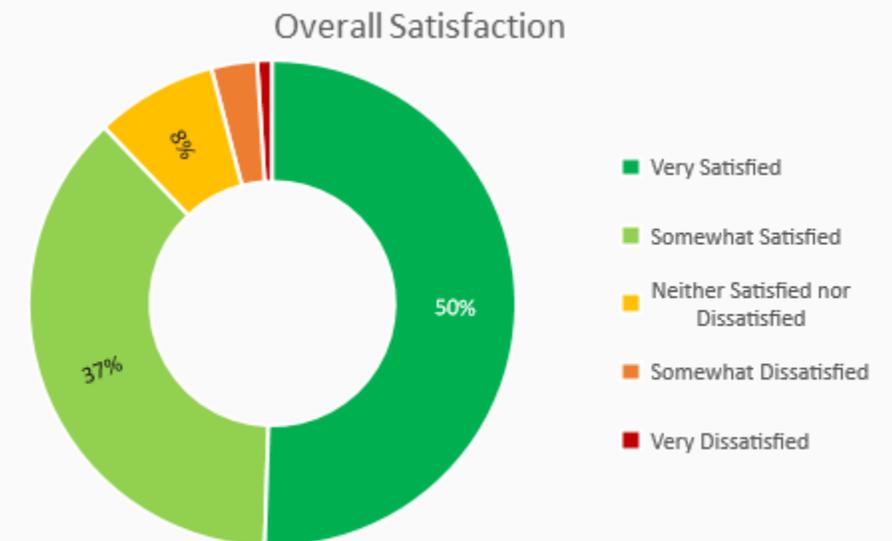
Equity, diversity, and inclusion (EDI) are increasingly recognized as crucial concepts in Engineering; however, students rarely have the opportunity to see it applied in action. In this session, students are introduced to the core concepts of EDI to use as a lens through which to view their team experience.



Power, Privilege, and Implicit Bias

Out of 222 respondents:

- **87% liked the content overall**
- **Students appreciated resources that allowed them to reflect on their own privilege (ex. Privilege checklist, Wheel of Power)**



Power, Privilege, and Implicit Bias

Student Feedback:

“My favorite part was the ability to step back and really look at myself, how I've treated others, and my own accomplishments in a deeper way.” - FACC 100

“Learning about microaggressions” - ESCE 223

“Buzzfeed quiz was eye-opening, quantifying privilege is interesting.”

- ECSE 321

“Being able to listen in and talk about issues that generally does not come up during engineering courses.”

- ESCE 223

“Wheel of power, can see it in everyday life.” - ESCE 223



Relevance

Out of 900 respondents:

- **90%** thought the workshops were relevant to **their class**
- **90%** thought the workshops were relevant to **engineering**
- **87%** thought the workshops were relevant to **their life in general**



What Can We Improve for Future Workshops?

More discussion

Increased use of Slido/polling questions

More real-life scenarios

Physical space/ Interactive classrooms



What Additional Topics do Students Want to Learn About?

Leadership qualities

Presentation skills

Work life balance

Teambuilding/task delegation based on skill

Professional communication

How to get an internship/ engineering career opportunities

More EDI content (gender equity, mental health...)

"I would like to learn about how to promote gender equality in the workplace... I have heard personal stories about women feeling under-appreciated/compensated in the workplace and I would like to know what I can do to bridge that gap."

- ESCE 223 Student

Overall, students and faculty are satisfied with the workshops and wish to continue partnering with E-IDEA.

Students respond very well to live polling and case studies. We will ensure all future workshops incorporate these elements.

We significantly reduced any content repetition by dividing workshops into early, mid, and late-stream foci.

Based on student feedback, we will develop new workshops in *Leadership* and *Professional Communication* (to be implemented Fall 2022).

Key Takeaways

TO LEARN MORE OR
GET INVOLVED:

Contact us at

eidea.engineering@mcgill.ca



E-IDEA



TEAMWORK INITIATIVE



McGill
UNIVERSITY