

## The Case

You are leading a meeting of your team. It is a group that regularly comes together and works together on several mutual projects. For this work, you have delegated the work to “J.” J is presenting to the group and walking through next steps with this project. You can feel some tension in the room though you don’t know exactly why. During a pause in the presentation, “K” says that it still feels like things need to slow down and a smaller group needs to dig into the details on one aspect of the work more before moving forward. J’s response is that while this may be helpful, it is now time to move forward. K, visibly upset, responds that this is another example of not being heard and not being valued and then abruptly leaves the meeting.