

[Avoiding One-on-One Meetings by Jensen Huang, CEO of NVIDIA](#)

WATCH THIS >>> [Video of Jensen describing why he avoids 1-1 meetings](#) (3 min)

Why Jensen Huang Prefers Group Meetings

- Group meetings foster **collective problem-solving** and **shared context** among team members.
- They ensure **decisions are transparent** and that no one feels excluded from the process.
- Encourages **collaborative decision-making**, reducing reliance on individual authority.

Problems with One-on-One Meetings

- **Lack of transparency:** Private meetings can create the perception that decisions are being made in silos.
- **Excludes key stakeholders:** Team members may miss out on relevant information or feel left out of critical discussions.
- **Creates inefficiencies:** One-on-ones often become **therapy sessions** rather than actionable discussions.

Preferred Communication Approach

1. **Group Meetings for Major Decisions:**
 - Promotes **inclusivity and team-wide participation**.
 - Ensures **everyone has the same information and input**.
 - Provides a clear **record of decisions and discussions**.
2. **Direct Calls and Messages for Quick Updates:**
 - Used for **urgent matters** or **when information needs to be quickly relayed**.
 - Allows **efficient, targeted communication** without formal meeting structures.
3. **Creating a Transparent Decision-Making Culture:**
 - Team members can **track decision history** and **understand the rationale**.
 - Ensures **fair participation** while avoiding unnecessary bureaucracy.
 - Reduces ambiguity and promotes a **culture of clarity and collaboration**.

4. Feedback and Learning Through Open Discussions:

- Group settings allow for **real-time feedback**, ensuring better alignment and understanding.
- Employees can **learn from each other's insights**, leading to **faster problem-solving and innovation**.
- Open discussions reduce defensiveness in receiving feedback, as decisions are **evaluated collectively** rather than in isolation.

Key Takeaway:

- Huang prioritizes **efficient, transparent, and inclusive communication**.
- He avoids recurring one-on-one meetings, **preferring group collaboration and direct, need-based communication**.
- This strategy helps maintain **organizational alignment and faster decision-making** while reducing inefficiencies in leadership.