

# ITHS Team Science Boot Camp



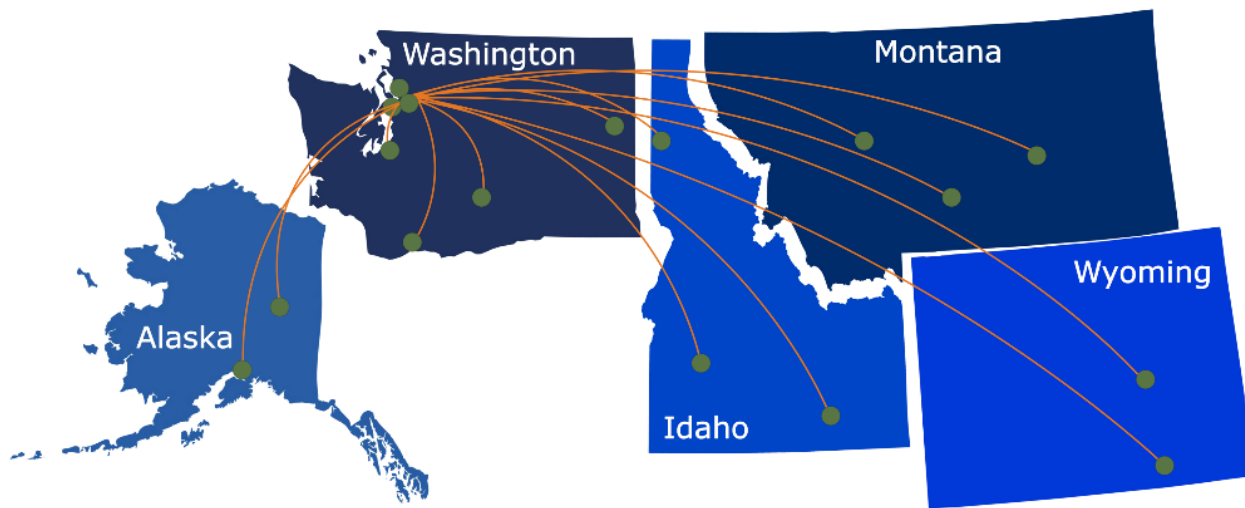
February 1-5, 2021

**ITHS**

Institute of Translational Health Sciences  
ACCELERATING RESEARCH. IMPROVING HEALTH.

# The Institute of Translational Health Sciences

is dedicated to speeding science to the clinic for the benefit of patients and communities throughout Washington, Wyoming, Alaska, Montana, and Idaho.



ITHS promotes this translation of scientific discovery to practice by fostering innovative research, cultivating multi-disciplinary research partnerships, and ensuring a pipeline of next generation researchers through robust educational and career development programs.

# Workshop Objectives



**As facilitators, our goal is to model psychological safety & trust**

1. Identify the value of working in teams & characteristics of high performing teams;
2. Introduce skills to improve research projects by leveraging strengths & expertise of team members;
3. Provide strategies & tools to help teams create outputs;
4. Create a safe environment for your team to practice skills & strategies.

# Workshop Format/Logistics

- ▶ Participant packet – includes Zoom information, agenda, & handouts/resources
- ▶ Train-the-trainer model: consider who isn't here today from your team
- ▶ Interactive format – use the chat to ask questions during the sessions
- ▶ Dedicated Team Time

# Zoom Features

- ▶ Zoom Tool Bar: includes chat, reactions, & mute/video options
- ▶ Chat will be monitored for questions, comments, & tech issues
- ▶ Please stay on mute unless you are speaking
- ▶ We encourage everyone to use their cameras (at least during the break-out rooms)
- ▶ Renaming feature

# Day 1 Brief

1. Team Science Overview & Application for your Team
2. Impromptu Networking
3. Clarify your Team Challenge
4. Team Agreements
5. Team Time



## Application for Your Team

### Brenda Zierler

# Team Science Overview

- ▶ What is Team Science?
- ▶ What challenges (individual or team) do you see experienced on research teams?
- ▶ Strategies for improving/addressing challenges?



Questions  
from the  
pre-work?



# Comfort Zone

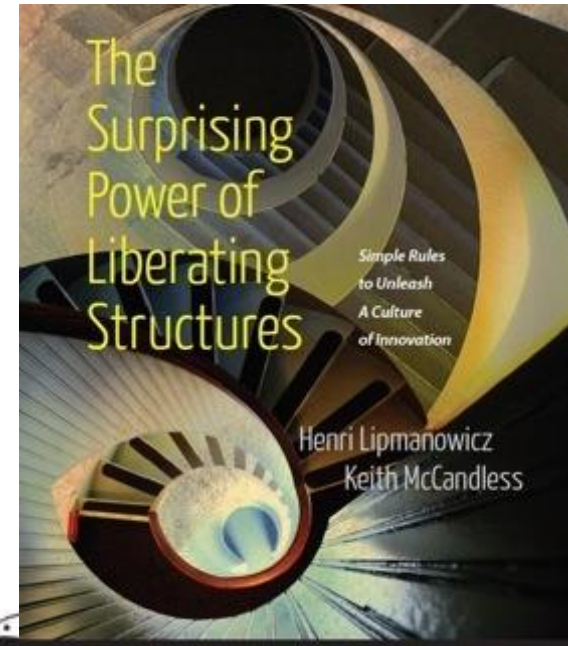


# Team Challenges

*Safe, open, productive environment*      Work/life balance  
Communication      **Role clarity**  
New teams      Project planning      Managing conflict  
*Virtual teams*      **and management**      *Value-added meetings*  
Multi-located teams      *Shared goal(s) or purpose*      Giving and receiving feedback  
*Team processes*

# Liberating Structures

- ▶ What are Liberating Structures (LS)?
  - Interactive methods to help organize groups
- ▶ When to use LS?
  - Share information at meetings and conferences
  - Planning and strategy
  - Connecting to each other
- ▶ Why use LS?
  - Inclusive of all participants
  - Adaptable



# Liberating Structures: *Impromptu Networking*

## How it works:

- You will be randomly assigned to a 3-person breakout room
- Answer the prompt below (~10 mins total). Make sure everyone has a chance to answer & discuss the prompt.

- 1. Introduce yourself**
- 2. What team are you here with?**
- 3. How has the Covid-19 pandemic made working in teams harder?**
- 4. What has been a positive?**

# Impromptu Networking

## DEBRIEF

- ▶ What did you learn about your fellow Boot Camp attendees?
- ▶ What went well with this activity?
- ▶ Anything that could be improved for next time?

# Clarify Your Team Challenge

- ▶ **Goal:** pick one team challenge to focus on this week as a team



- ▶ **Reminder:** you all submitted individual responses for your team challenge(s); from those, identify your team's top priority

# 1-2-All Activity – Clarify Your Team Challenge

**1 MIN**

**Individually reflect on the challenge(s) identified in the pre-survey & how they are affecting your team**

**10 MIN**

**In breakout rooms, discuss the challenges with your team**

**5 MIN**

**As a team, identify one challenge to focus & work on over the next 1.5-days**

**After this activity:** chat your team's challenge in the chat box to Nicole or Laurel

# TRIZ



**What could YOU do to reliably  
create the WORST, most  
INEFFECTIVE team functioning?**



## Step 1: Brainstorm

What could YOU do to reliably create the WORST, most INEFFECTIVE team functioning?

### Structure:

- Reflect Alone (1 min)
  - Discuss as:
    - Team (5 mins)
- Whole Group Report Out (verbal &/or chat)

*\*Write down your thoughts as we go through this exercise!*

## Step 2: Reflect

### Reflect

Is there anything on your list or that you heard in the report out that you have done in a past team?

*Indicate on your list any items that you have done or seen done in other teams*

## Step 3: Make a Plan

Discuss your lists & reflections with your team, then:

Take the reverse – “Flip the negative”

- ▶ Have you had similar negative experiences?
- ▶ What is the positive that you want to happen
- ▶ What do you want to do to make the positive happen



# Step 4: Identify Team Agreements

Summarize 4-6 team agreements for your new group based on TRIZ results

Examples:

## Team Agreement

In order to work effectively and efficiently we have outlined some agreements we have agreed to follow. Throughout this project we will adhere to the following:

1. Attend meetings at agreed times
2. Meet all deadlines
3. Have a positive attitude
4. Do not ignore group communication
5. Be honest and willing to ask for help
6. Do not assume someone else is doing the work, communicate, take

## **CCU Team Agreements**

1. Suspend Assumptions
2. Listen, Don't Re-load
3. Balance Advocacy with Inquiry
4. Attribute Positive Intent
5. Minimize Interruptions
6. Strive to Participate

Written by members of the CCU on August 13, 2015

# Team Time

- ▶ You can request a Team Science facilitator to join your team's breakout room for coaching or questions about your project
- ▶ At the bottom of your Zoom tool bar, click on "Breakout Rooms"
- ▶ Click on "Ask for Help" and then "Invite Host"
- ▶ One of the facilitators will join your room

