

ITHS Team Science Workshop

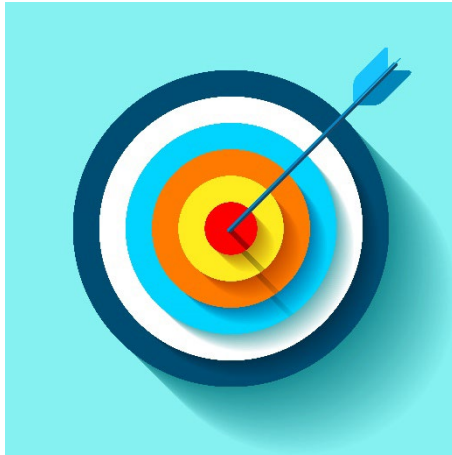


February 6-10, 2023
Day 1: Team Effectiveness

ITHS

Institute of Translational Health Sciences
ACCELERATING RESEARCH. IMPROVING HEALTH.

Learning Objectives



1. Identify the value of working in teams & characteristics of high performing teams.
2. Improve research projects by leveraging the strengths & expertise of team members.
3. Create a safe environment for your team to practice skills & strategies.

Workshop Format / Logistics

Participant packet

Includes Zoom info, agenda, & handouts/resources

Train-the-trainer

Consider who isn't here today from your team

Interactive format

Use the chat or raise your hand to ask questions during the sessions

Team time

Dedicated time to work & connect with your team members

Day 1 Brief – Plan for the Day

1. Introduce Team Science Team and efforts
2. Impromptu Networking
3. 6 Conditions Framework
4. Team Time

Who Are We?

ITHS TEAM SCIENCE CORE



Brenda Zierler, PhD, RN, FAAN
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What We Do

Provide team training, consultation, leadership development & facilitation for clinical, education & interdisciplinary teams

Examples

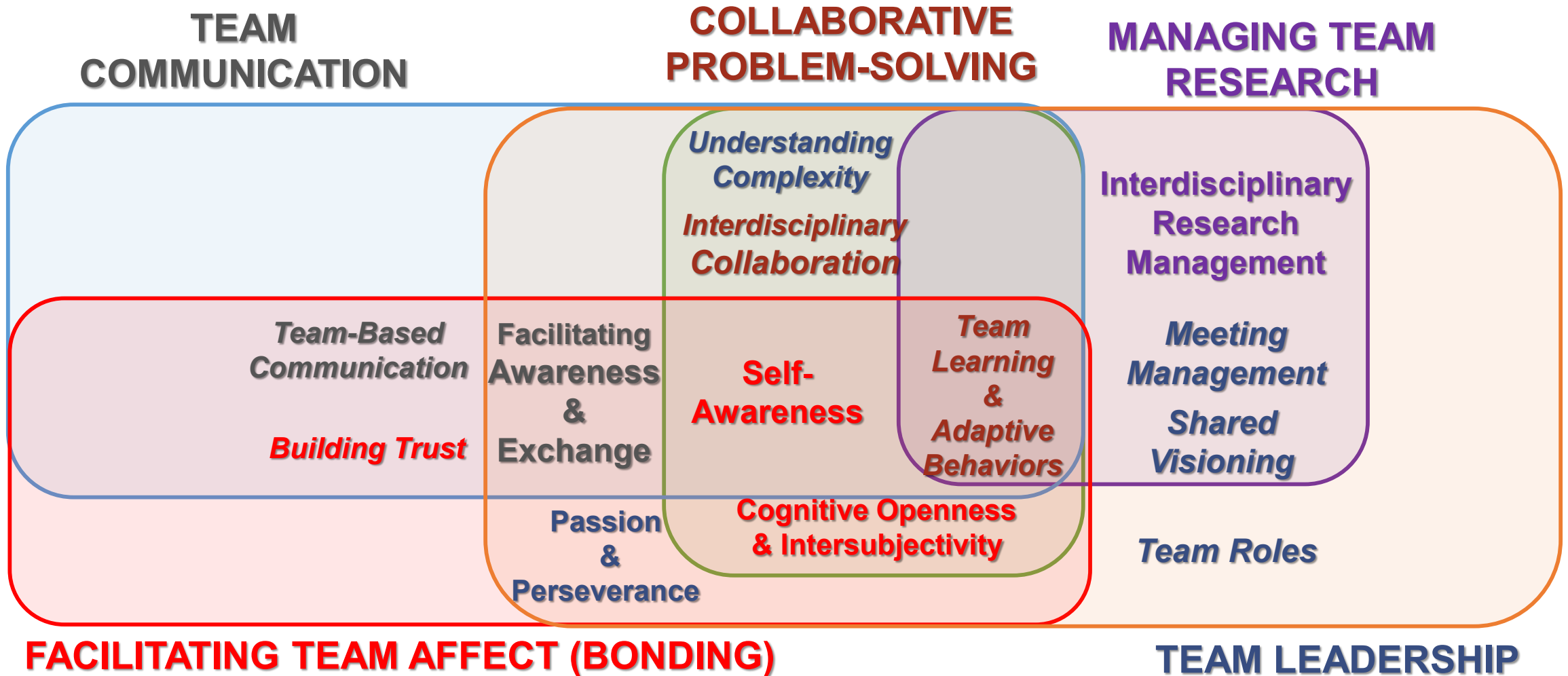
- Team science trainings (150+ since 2017)—including annual team science workshops
- Team-Based Models of Care (i.e., structured interprofessional bedside rounds)
- National interprofessional faculty development program
- Academic promotion & tenure toolkit for interdisciplinary researchers



THE
JOSIAH MACY JR.
FOUNDATION



CTSA Translational Team Science Competencies for *Individuals* & Teams

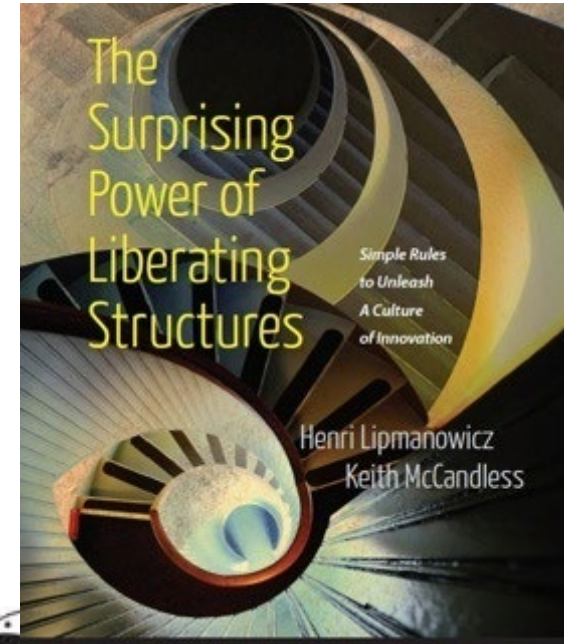


TRANSLATIONAL TEAM COMPETENCY DOMAINS
Individual Competencies **Team Competencies**

Lotrecchiano et al, 2020 Individual and Team Competencies in Translational Research Teams. Journal of Clinical and Translational Science.

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



Activity: Liberating Structures: *Impromptu Networking*

How it works:

- You will be randomly assigned to a breakout room with 2-3 members
- Answer the prompt below (~6 mins total). Make sure everyone has a chance to answer & discuss the prompt.
- Repeat!

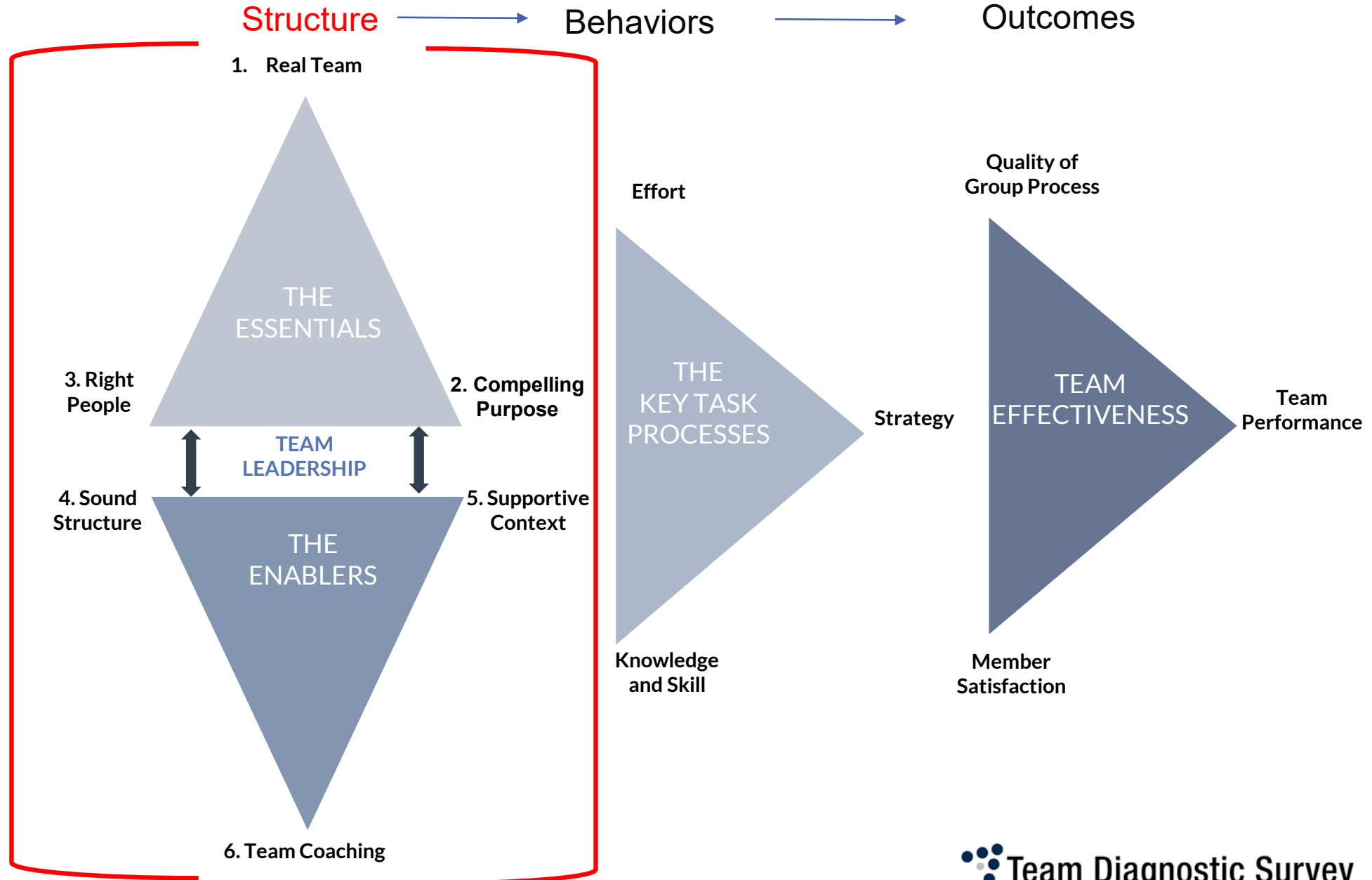
- 1. Introduce yourself**
- 2. What team are you here with?**
- 3. What do you hope to gain from this virtual team science workshop?**
- 4. What do you hope to give?**



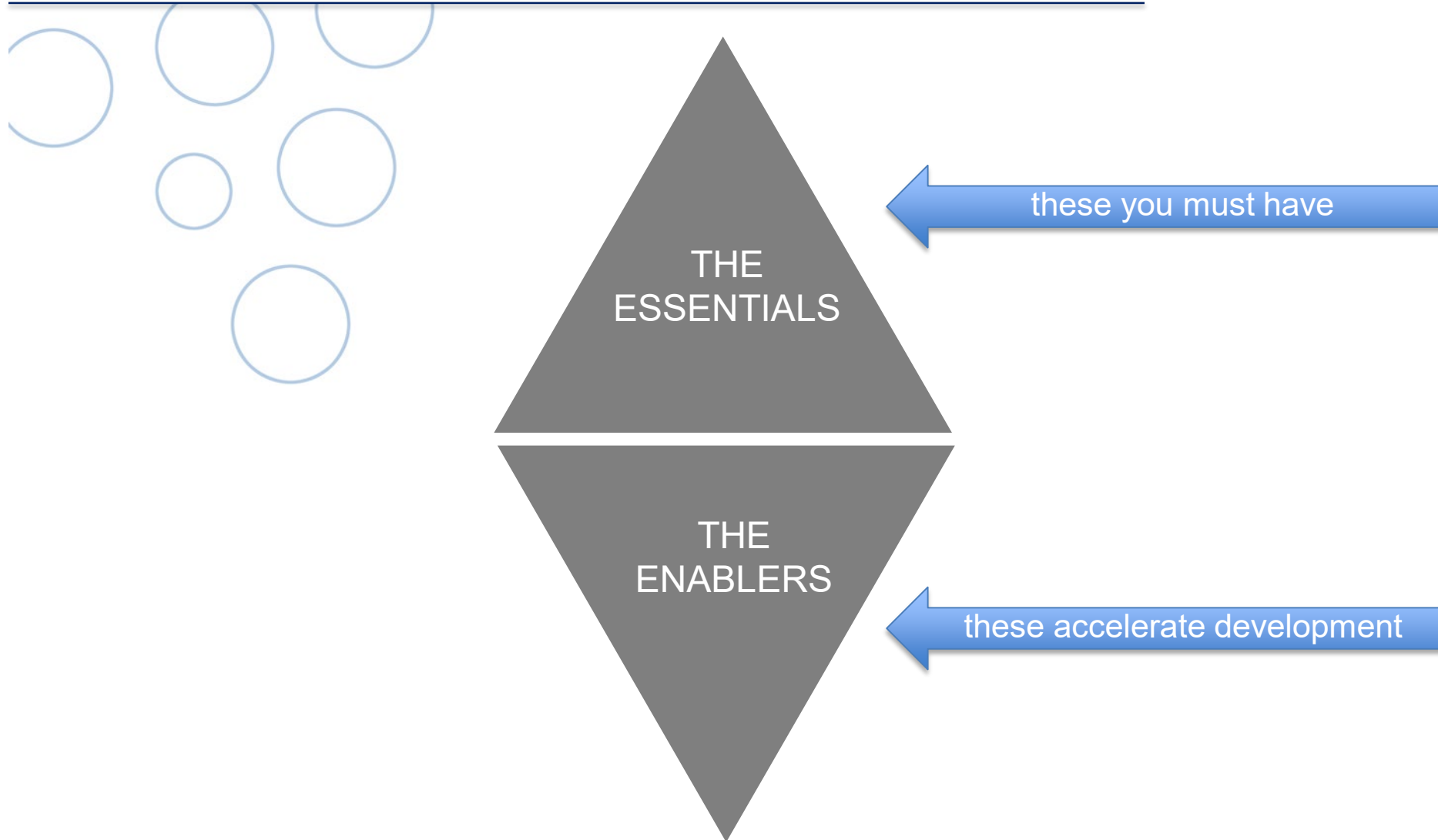
6 TEAM CONDITIONS

**Slides for Introducing the
6 Conditions Framework**

The 6 Conditions of Team Effectiveness



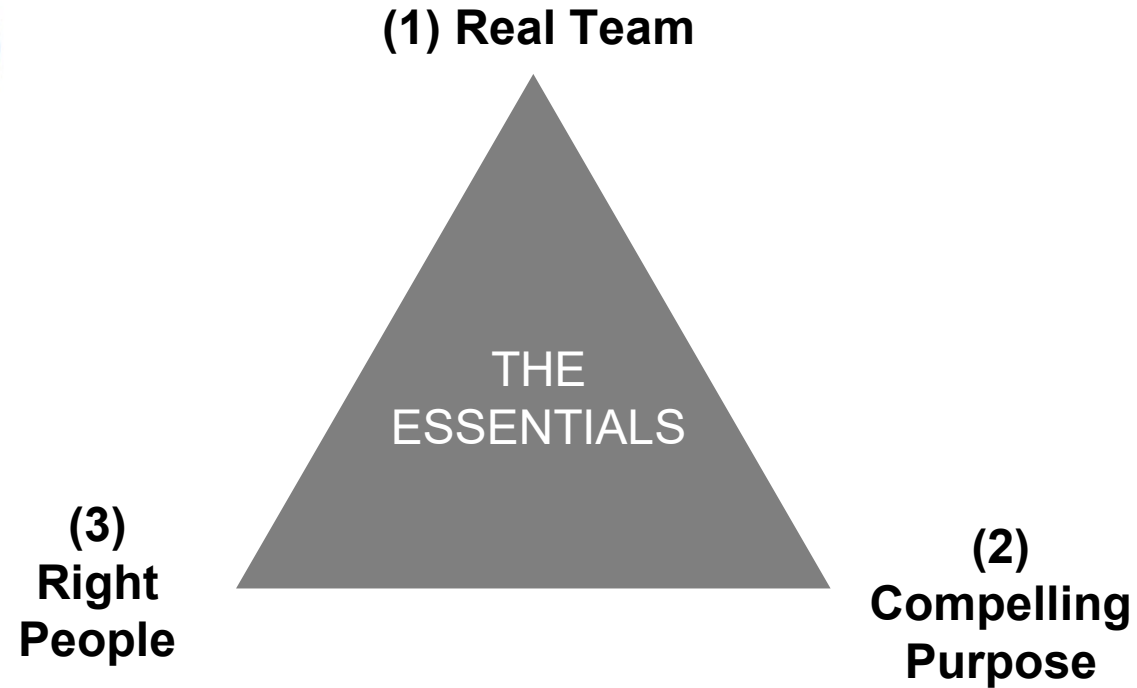
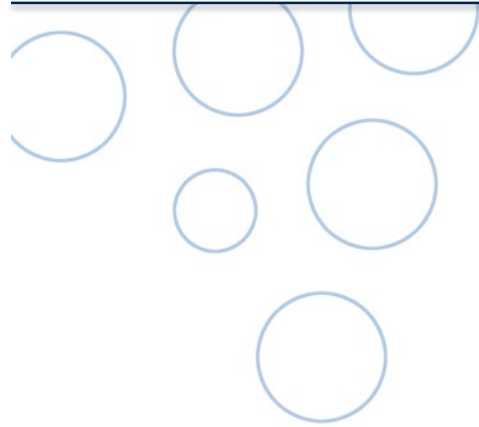
What does it take to have a great team?



The 3 Essential Conditions of Team Effectiveness



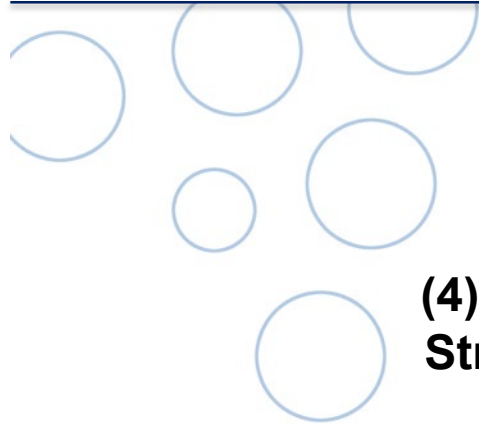
The Essentials



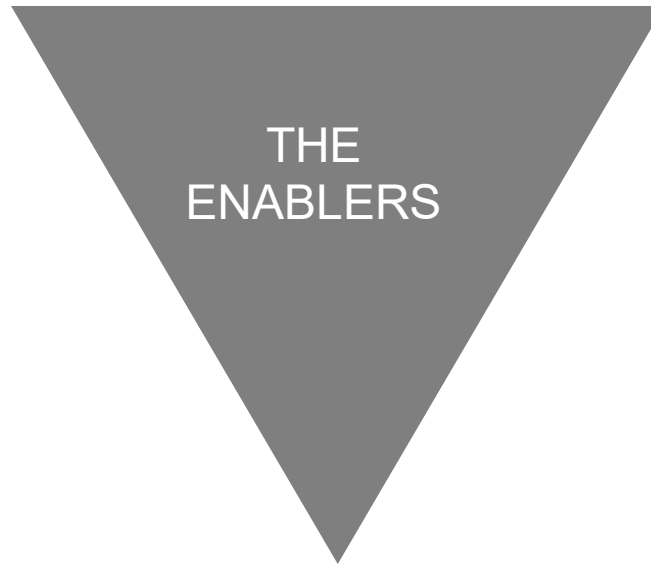
The 3 Enabling Conditions of Team Effectiveness



The 3 Enablers



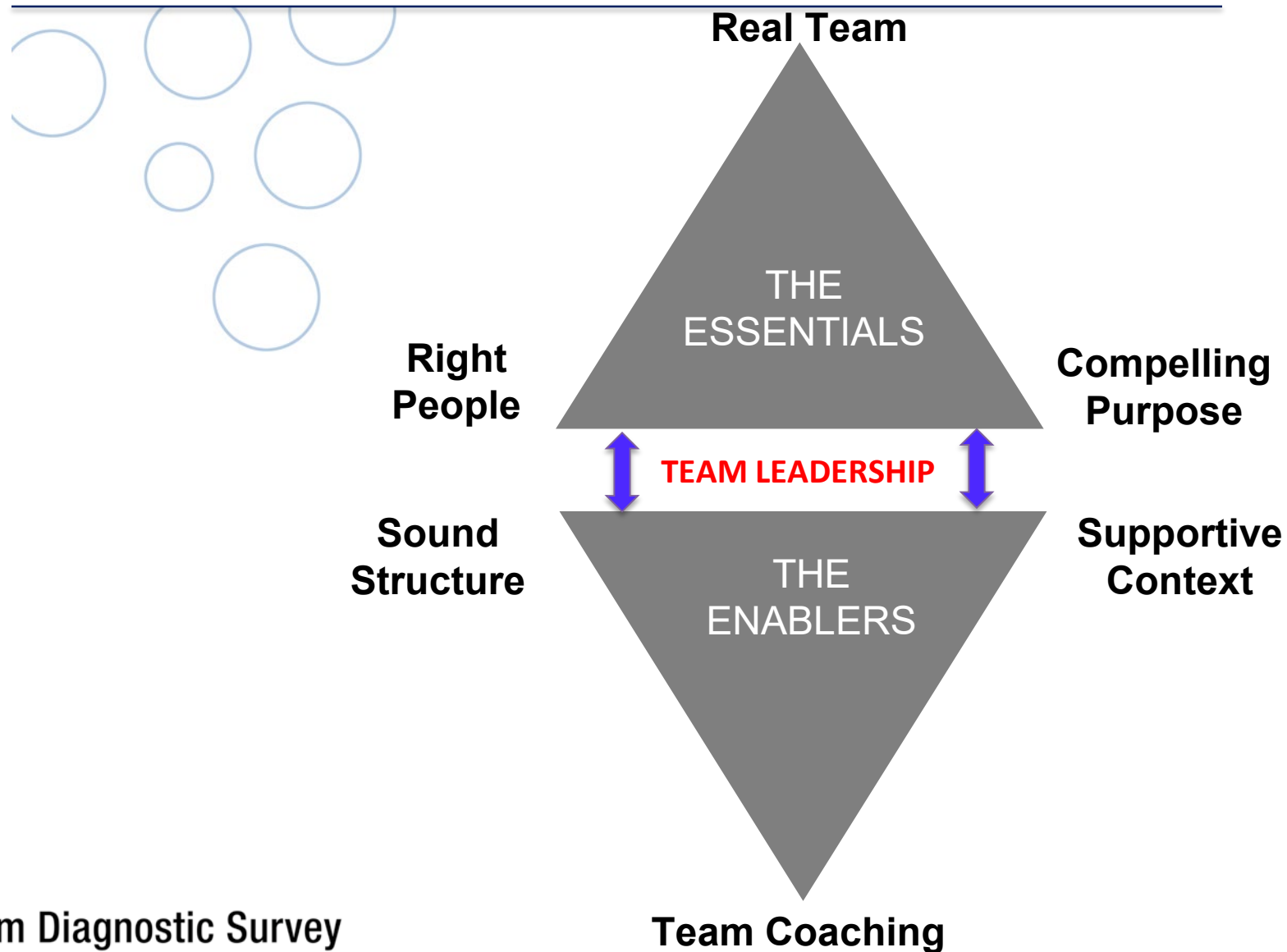
**(4) Sound
Structure**



**(5) Supportive
Context**

**(6) Team
Coaching**

The Six Conditions for Team Effectiveness



Activity – Breakout by Teams (~15 minutes)

- ▶ Review 6 Conditions report card
- ▶ Individually complete the diagnostic checklist for the 6 Conditions (team design)
 - What features of your own team most needs attention to improve the effectiveness of the team?
- ▶ Share the results amongst your team & reflect back on your understanding of what challenges the team faces.
- ▶ Create a consensus report card for your team
- ▶ Label report card with team name
- ▶ Turn-in form to workshop facilitators (email [Laurel @lah19@uw.edu](mailto:Laurel@lah19@uw.edu))

Diagnostic Checklist for 6 Conditions

DIAGNOSTIC CHECKLIST FOR 6 CONDITIONS

6 TEAM CONDITIONS

	HOW IS MY TEAM'S DESIGN?					HOW MIGHT WE IMPROVE OUR DESIGN?
	A	B	C	D	F	
<p>REAL TEAM</p> <p>GRADE OVERALL</p>	<p>Everyone knows exactly who is/not on the team; we are well bounded</p> <p>Membership stays the same for significant periods of time; the team is stable</p> <p>The team is interdependent for a common purpose; we need to work closely together to accomplish it</p>					
<p>COMPELLING PURPOSE</p> <p>GRADE OVERALL</p>	<p>Our team purposes are clear: everyone knows what success would look like</p> <p>The team's purpose is genuinely consequential for the lives and work of others</p> <p>The team purpose is challenging but attainable</p>					
<p>THE RIGHT PEOPLE</p> <p>GRADE OVERALL</p>	<p>The team has a good mix of perspectives and abilities, neither too alike nor too different</p> <p>All team members possess the necessary skills – including teamwork skills—to achieve its purposes</p>					

Diagnostic Checklist for 6 Conditions

DIAGNOSTIC CHECKLIST FOR 6 CONDITIONS

 6 TEAM CONDITIONS

	HOW IS MY TEAM'S DESIGN?					HOW MIGHT WE IMPROVE OUR DESIGN?
	A	B	C	D	F	
<p>SOUND STRUCTURE</p> <p><input type="checkbox"/></p> <p>GRADE OVERALL</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<div style="background-color: #e6f2ff; height: 150px;"></div>
	<p>Our tasks make sense for a team to perform</p> <p>The team is a good size for its work</p> <p>The team has explicit norms of conduct that specify acceptable and unacceptable behavior</p>					
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<p>SUPPORTIVE CONTEXT</p> <p><input type="checkbox"/></p> <p>GRADE OVERALL</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<div style="background-color: #e6f2ff; height: 150px;"></div>
	<p>The organization rewards team excellence</p> <p>We have access to the information/data we need</p> <p>Technical consultation/training is readily available</p> <p>We have all the material resources we need</p>					
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<p>EXPERT COACHING</p> <p><input type="checkbox"/></p> <p>GRADE OVERALL</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<div style="background-color: #e6f2ff; height: 150px;"></div>
	<p>Team coaching is available when we need it</p> <p>The coaching that is offered is helpful to our team's development</p>					
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

6 Team Conditions Q & A



Preparation for Tomorrow

PREWORK

- ▶ (For Day 2) Read Lean Project Management article at https://collaborate.uw.edu/wp-content/uploads/2021/01/TS_BC_2021_Lean_Project_Management_Article.pdf
- ▶ Be aware of your team's results of 6 Conditions Report Card

Resources

- ▶ ITHS Career Development Series (CDS) trainings include:
 - ▶ 10-Month, Team Science & Leadership Certificate Series (listed below)

Title	Date	Presenter	Event Page Link
Introduction to the Team Science Seminar Series 2022-2023: Why is Team Science Important?	6-Oct-22	Erin Blakeney	https://www.iths.org/event/introduction-to-the-team-science-seminar-series-2022-2023-why-is-team-science-important/
Building Self-Awareness and Leadership Traits for Team Effectiveness	3-Nov-22	Brenda Zierler	https://www.iths.org/event/building-self-awareness-and-leadership-traits-for-team-effectiveness/
Setting the Foundation for Successful Meeting Management	1-Dec-22	Jennifer Sprecher	https://www.iths.org/event/successful-meeting-management/
Building an Interdisciplinary Research Team	5-Jan-23	Brenda Zierler	https://www.iths.org/event/building-and-sustaining-your-interdisciplinary-research-team/
Growth Mindset & Giving and Receiving Feedback	2-Feb-23	Michael Johnson	https://www.iths.org/event/growth-mindset-and-giving-receiving-feedback/
Handling Everyday Conflict with Curiosity, Courage, and Compassion	2-Mar-23	Sara Kim	Coming soon
Creating engagement: Facilitation from Chaos to Construct	6-Apr-23	TBD	Coming soon
Multiple-PI Collaborative Grant Applications	27-Apr-23	Panel	Coming soon
Diversity, Equity, and Inclusion in Team-Based Research	4-May-23	TBD	Coming soon
Engaging Communities in Interdisciplinary Research	1-Jun-23	TBD	Coming soon

Dedicated Team Time- Objective for Day 1



- ▶ Continue discussing results of 6 Team Conditions Checklist
- ▶ Reflect on your understanding of what challenges the team faces
- ▶ Ask questions about upcoming opportunities to redesign and improve the team
- ▶ Propose alternative paths to improving the team's design (engaging team itself in designing tasks and norms)

Dedicated 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 toolbar, click on "Breakout Rooms"
- ▶ Click on "Ask for Help" and then "Invite Host"
- ▶ One of the facilitators will join your room

