

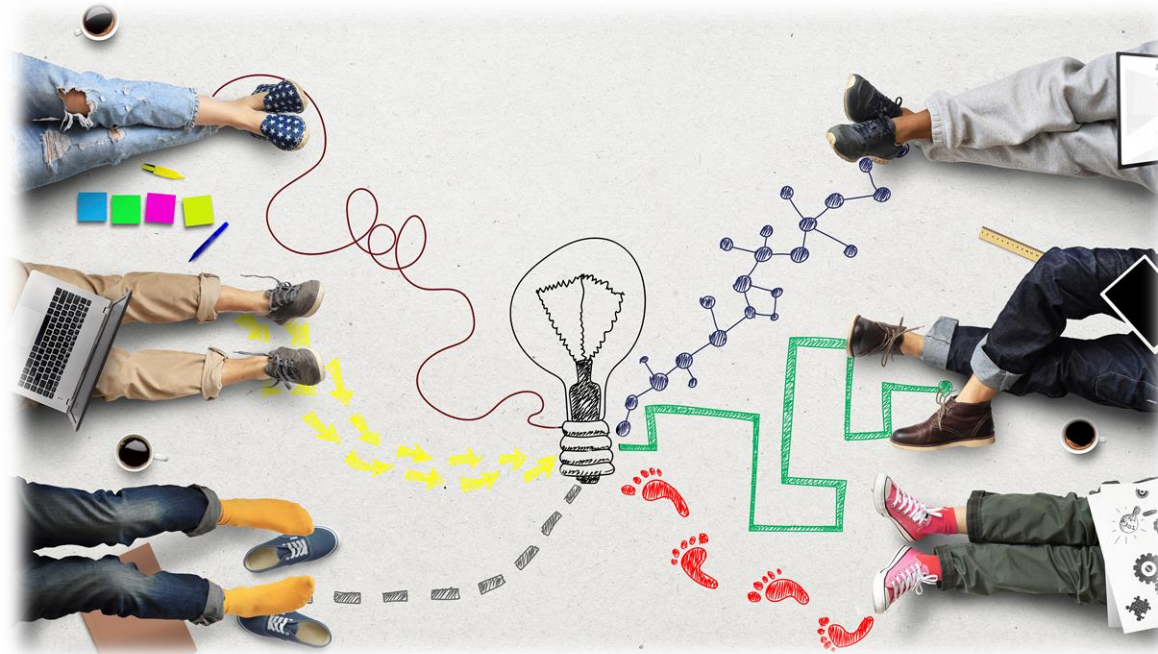


Introduction to the Team Science Seminar Series 2022-2023: Why is Team Science Important? Erin Abu-Rish Blakeney, PhD, RN

Learning Objectives

AT THE END OF THIS SEMINAR, PARTICIPANTS WILL BE ABLE TO:

- 1) Describe the goals and approach of the new Team Science Seminar Series
- 2) Understand key concepts in Team Science and related competencies
- 3) Identify and practice using dialogue agreements



Plan for the Day

- Welcome & Introductions
- Overview of Team Science Seminar Series
- Key Team Science Concepts and Emerging Competencies
- Dialogue Agreements
- Debrief/Wrap-Up
- Q&A/Team Science Office Hours (final 15 mins of each seminar)

Who Are We?

ITHS TEAM SCIENCE CORE



Brenda Zierler, PhD, RN, FAAN
Co-Lead Team Science



Erin Abu-Rish Blakeney, PhD, RN
Co-Lead Team Science



Jonathan Posner, PhD
Co-Lead Team Science



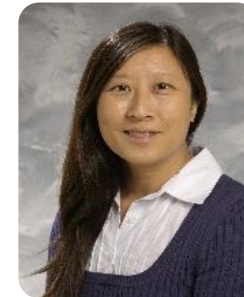
Jennifer Sprecher, MS
Director of Strategic Development
& Deployment



Nicole Summerside, MHA
Assistant Director of
Operations & Training



Laurel Barchet, BS, AND
Web Information Specialist



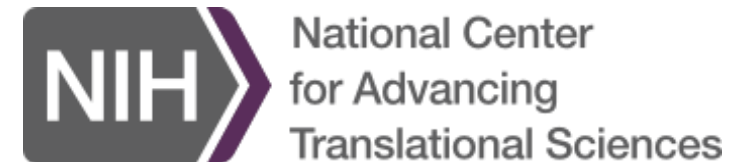
Frances Chu
Assessment/Evaluation RA

What We Do

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



THE
JOSIAH MACY JR.
FOUNDATION



Examples

- Team science trainings (150+ since 2017)—including annual team science workshop (next in Feb 2023)
- Academic promotion & tenure toolkit for interdisciplinary researchers
- Team-Based Models of Care (i.e. interprofessional hospital rounds)
- National interprofessional faculty development program

Who Are You?

BREAKOUT ROOMS (5 MINS)

- 1) Share your name, area of research/study/work
- 2) What's one reason you came to today's team science seminar session?



What is the Team Science Seminar Series?

Overall Goal: Assist researchers in addressing challenges to collaboration & collective team functioning, improving their ability to lead interdisciplinary teams, communicate & build trust with their collaborators, & identify the best ways to solve problems collaboratively.

Target Audience: Early career faculty, pre- and post-docs, and professional research staff

Design Principles (informed by adult learning theory):

- Goal oriented content (tied to Team Science Competencies)
- Balance of didactic & interactive content to facilitate immediate application
- Provide additional resources for self-directed learning

2022-2023 TEAM SCIENCE SEMINAR SERIES SCHEDULE

Logistics: 10 one-hour sessions occurring Oct 2022-July 2023 from 12pm-1pm on the 1st Thurs of each month; certificate offered through ITHS if attend 8 or more sessions (80%) & complete session evaluations.

Date	Topic	Date	Topic
10/6/22	Introduction to the Team Science Seminar Series 2022-2023: Why is Team Science Important?	3/2/23	Handling Everyday Conflict with Curiosity, Courage, and Compassion
11/3/22	Building Self-Awareness and Leadership Traits for Team Effectiveness	4/6/23	Creating Engagement: Facilitation from Chaos to Construct
12/1/22	Setting the Foundation for Successful Meeting Management	5/6/23	Diversity, Equity, and Inclusion in Team-Based Research
1/5/23	Building an Interdisciplinary Research Team	6/1/23	Engaging Communities in Interdisciplinary Research
2/2/23	Growth Mindset & Giving and Receiving Feedback	TBD	Multiple-PI Collaborative Grant Applications

What is Team Science?

- Team Science (TS) = is a collaborative effort to address a challenge that leverages the strengths & expertise of professionals, often trained in different fields
 - TS includes: small & large teams; uni- and multi-disciplinary groups; and efforts that engage multiple stakeholders
- Concurrent increase in study of best practices to facilitate positive team formation & functioning (“Science of Team Science”)



References: Bennett & Gadlin, 2012; Baker B, 2015

Why is Team Science Important?

- Interdisciplinary teams are needed to respond to complex clinical & societal problems
- Issues of reproducibility in research
- Teaming is challenging but:
 - Team skills can be learned
 - Best practices for team structures, processes, & policies are being identified & can be implemented

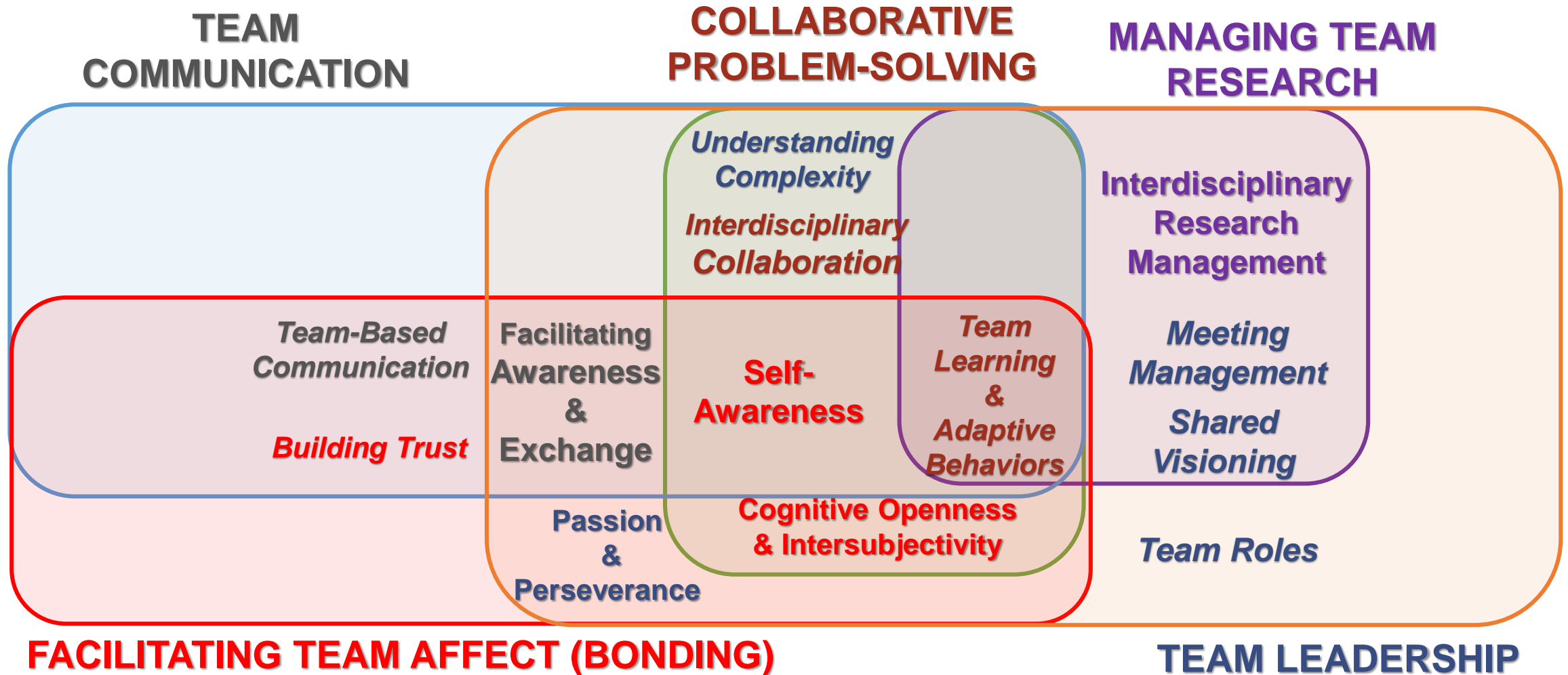
References: Wuchty, Jones, Uzzi, 2007; Baker B, 2015; Bergerowski et al, 2021



What do we know about effective teams?

- The “who” of the team doesn’t seem to matter
- Group norms do matter (how groups function when they gather/work together)
 - Norms = traditions, behavioral standards, unwritten rules
- Successful teams share norms of:
 - Team members share air time (approximately equal time speaking aka conversational turn-taking)
 - High sensitivity to how others on the team felt (and responding/exploring) based on tone of voice, expressions, and other non-verbal cues
- Findings consistent with Amy Edmondson’s concept of “psychological safety”
 - “shared belief held by members of a team that the team is safe for interpersonal risk taking”;
 - “sense of confidence that the team will not embarrass, reject, or punish someone for speaking up”

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.

TRANSLATIONAL TEAM SCIENCE COMPETENCIES	COMPETENCY DOMAINS				
	FACILITATING TEAM AFFECT (BONDING)	TEAM COMMUNICATION	MANAGING TEAM RESEARCH	COLLABORATIVE PROBLEM SOLVING	TEAM LEADERSHIP
INDIVIDUAL COMPETENCIES					
Facilitating Awareness & Exchange	++	+			++
Cognitive Openness & Intersubjectivity	+			++	++
Self-awareness	+			++	++
Interdisciplinary Research Management			+		++
Passion & Perseverance	++				+
TEAM COMPETENCIES					
Team Roles					+
Team-based Communication	++	+			
Shared Visioning			++		+
Understanding Complexity		++		++	+
Team Learning & Adaptive Behaviors	++	++	++	+	++
Meeting Management			++		+
Interdisciplinary Collaboration		++		+	++
Building Trust	+	++			

Competencies are categorized by primary (+) and secondary (++)

Developing Group Norms for the TS Seminar Series

- Dialogue Agreements
- Brainstorm ways to ensure failure in establishing a TS learning community
- List of “bad” ideas is a stimulus for generating “good” ideas



Debrief/Wrap-Up

- ▶ Please provide feedback on today's session!
 - ▶ Feedback in chat
 - ▶ Complete Today's Session Evaluation
- ▶ Next month's session:
 - ▶ Building Self-Awareness and Leadership Traits for Team Effectiveness
 - ▶ Thurs 11/3/22 12:00pm-1:00pm
 - ▶ Registration will go live in early October

References

Google 'Project Aristotle' article: [What Google Learned From Its Quest to Build the Perfect Team - \(iths.org\)](https://iths.org/what-google-learned-from-its-quest-to-build-the-perfect-team/)

Lotrecchiano GR, DiazGranados D, Sprecher J, McCormack WT, Ranwala D, Wooten K, Lackland D, Billings H, Brasier AR. Individual and team competencies in translational teams. *J Clin Transl Sci*. 2020 Oct 21;5(1):e72. doi: 10.1017/cts.2020.551

Wageman, R., Hackman, J.R. & Lehman, E. (2005). Team diagnostic survey: Development of an instrument. *Journal of Applied Behavioral Science*, 41, 373-398.

ITHS Team Science Website <https://www.iths.org/investigators/services/team-science/>

Wuchty S, Jones BF, Uzzi B. The Increasing Dominance of Teams in Production of Knowledge. *Science* [Internet]. 2007 May 18; 316(5827):1036–9. Available from: <https://www.science.org/doi/10.1126/science.1136099>

Baker, B., The Science of Team Science: An emerging field delves into the complexities of effective collaboration., *BioScience*, Volume 65, Issue 7, 01 July 2015, Pages 639–644, <https://doi.org/10.1093/biosci/biv077>

“Thriving in an Era of Team Science” Burroughs Wellcome Fund <https://www.bwfund.org/wp-content/uploads/2020/06/Team-Science.pdf>

Team Science Special Issue of the Journal of Clinical and Translational Science (2021) <https://www.cambridge.org/core/journals/journal-of-clinical-and-translational-science/thematic-issues/team-science-interventions-in-clinical-and-translational-research>

Begerowski, S. R., Traylor, A. M., Shuffler, M. L., & Salas, E. (2021). An integrative review and practical guide to team development interventions for translational science teams: One size does not fit all. *Journal of Clinical and Translational Science*, 5(1), e198. <https://doi.org/10.1017/cts.2021.832>

Bennett, L. M., & Gadlin, H. (2012). Collaboration and Team Science: From Theory to Practice. *Journal of Investigative Medicine : The Official Publication of the American Federation for Clinical Research*, 60(5), 768–775. <https://doi.org/10.2311/JIM.0b013e318250871d>

Q&A/Team Science Office Hours

12:45pm-1:00pm



Brenda Zierler, PhD, RN, FAAN
Co-Lead Team Science
brendaz@uw.edu



Erin Abu-Rish Blakeney, PhD, RN
Co-Lead Team Science
erin2@uw.edu



Jonathan Posner, PhD
Co-Lead Team Science
jposner@uw.edu



Jennifer Sprecher, MS
Director of Strategic
Development & Deployment
sprecj@uw.edu



Nicole Summerside, MHA
Assistant Director of
Operations & Training
nicoles1@uw.edu



Laurel Barchet, BS, AND
Web Information
Specialist
lah19@uw.edu



Frances Chu
Assessment/Evaluation RA
chuf@uw.edu