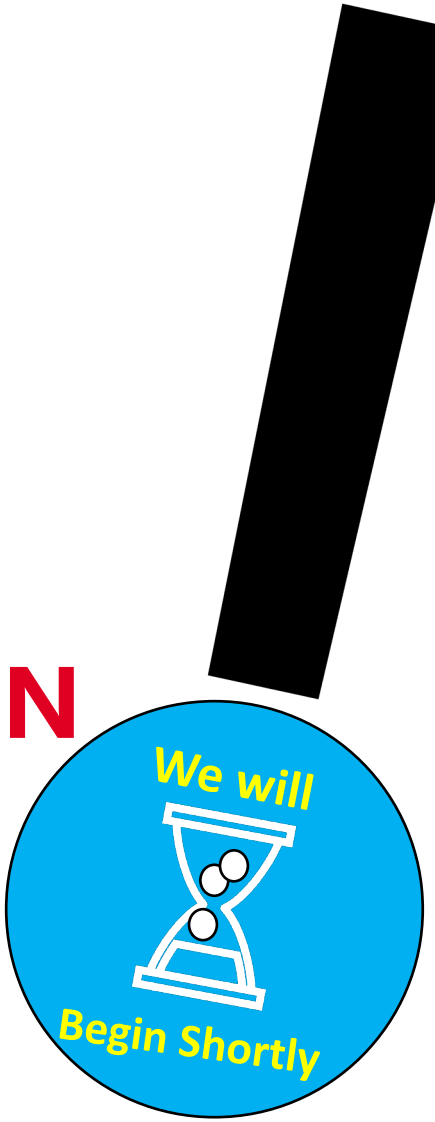
welcome

THE ART & SCIENCE OF COLLABORATION



TECH CHECK

- Check webcam angle
- Locate mute/unmute
- Locate chat
- Locate polling

This is a WebEx Recording

The video will show:

- Slides
- Video of person speaking

September 8, 2020

The Art and Science of Collaboration: Building Your Toolkit

Megan Lamkin, PhD

Jack Kues, PhD

Developed by the Center for Improvement Science (CIS)

CCTST | Center for Clinical & Translational Science & Training

Our Team

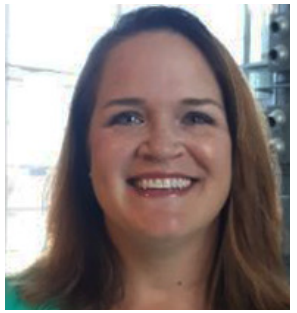
Jack Kues, PhD
Associate Dean, Continuous Professional Development

Megan Lamkin, PhD
Assistant Professor, Undergraduate Research

Jason Blackard, PhD
Professor, Internal Medicine

Angela Mendell, MS
Program Manager, Center for Improvement Science

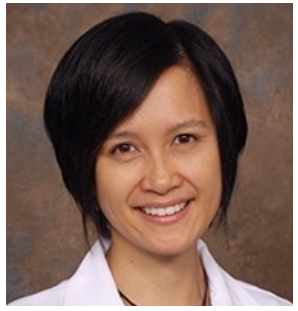
Laura Hildreth, MS
Program Director, Center for Improvement Science



Stephanie Schuckman, MA
Program Manager, Center for Improvement Science

Rebecca Lee, PhD, RN
Associate Professor, College of Nursing

Jackie Knapke, PhD
Associate Director, Continuous Professional Development



Jennifer Molano, MD
Associate Professor, Neurology and Rehab Medicine

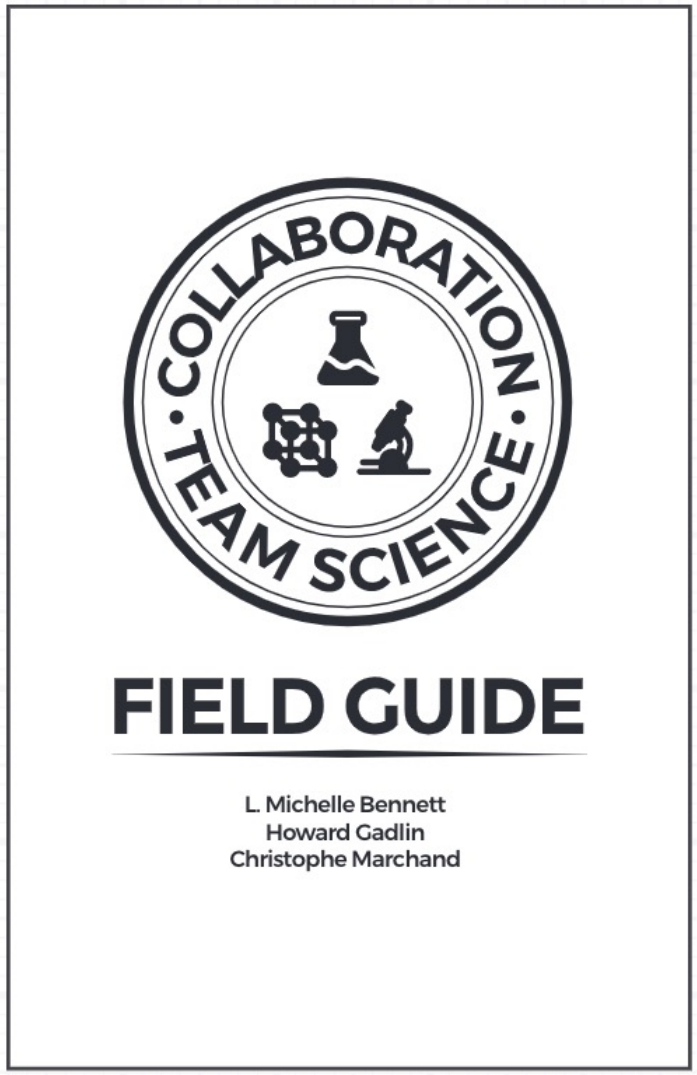
Megan Johnstone, PhD
Postdoctoral Fellow, CCHMC

Elizabeth Kopras,
Sr. Research Associate, Internal Medicine

Soni Regan, PhD
Assistant Professor, Family Medicine

The **Art and Science** of Collaboration: Building Your Toolkit

NIH NATIONAL CANCER INSTITUTE



U.S. Department of Health & Human Services | National Institutes of Health

TRUST

VISION

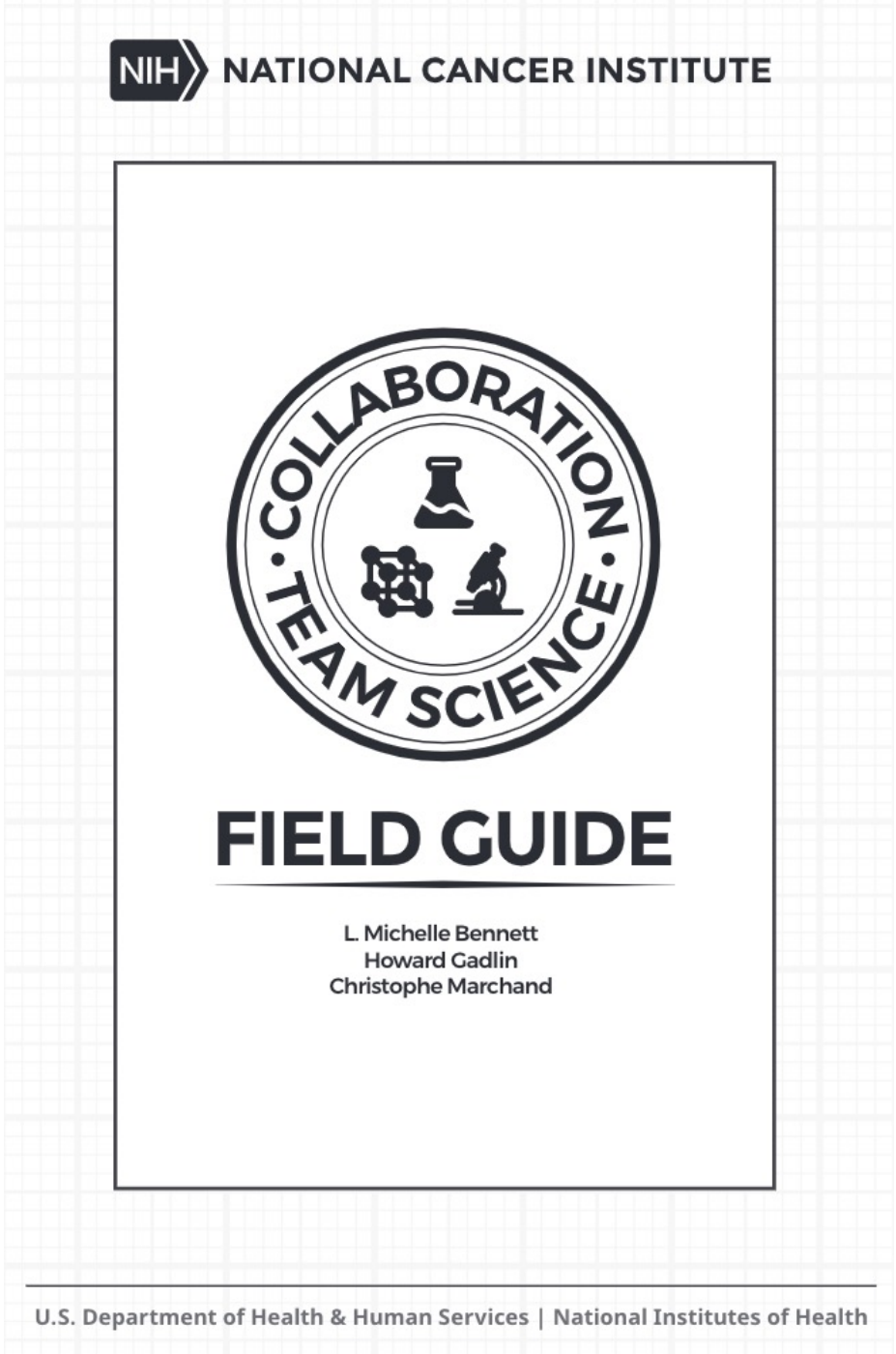
SELF-AWARENESS

LEADERSHIP

MENTORING

University of CINCINNATI

Cincinnati Children's
changing the outcome together



TEAM EVOLUTION & DYNAMICS

COMMUNICATION

RECOGNITION & SHARING SUCCESS

CONFLICT & DISAGREEMENT

LEVERAGING NETWORKS & SYSTEMS

Megan

BY THE END OF THIS SESSION

you will be able to…

- Reflect on whether collaboration is appropriate for your project
- Identify several collaboration best practices
- Determine training needs

Which best describes your most recent collaboration:

1. We’re lucky nobody got hurt.
2. Inefficient and draining, but we made it.
3. Productive, but socially/intellectually draining.
4. Socially/intellectually satisfying, but not very productive
5. Socially/intellectually satisfying & productive.

Communication
Brainstorming
Mission
Cooperation
Trust
COLLABORATION
Support
Discussion
Connection
Skills
Teamwork
Planning

Chat

What are important things to consider before initiating or accepting an offer to collaborate?

Framing the WHY

Goals

Ability

Time

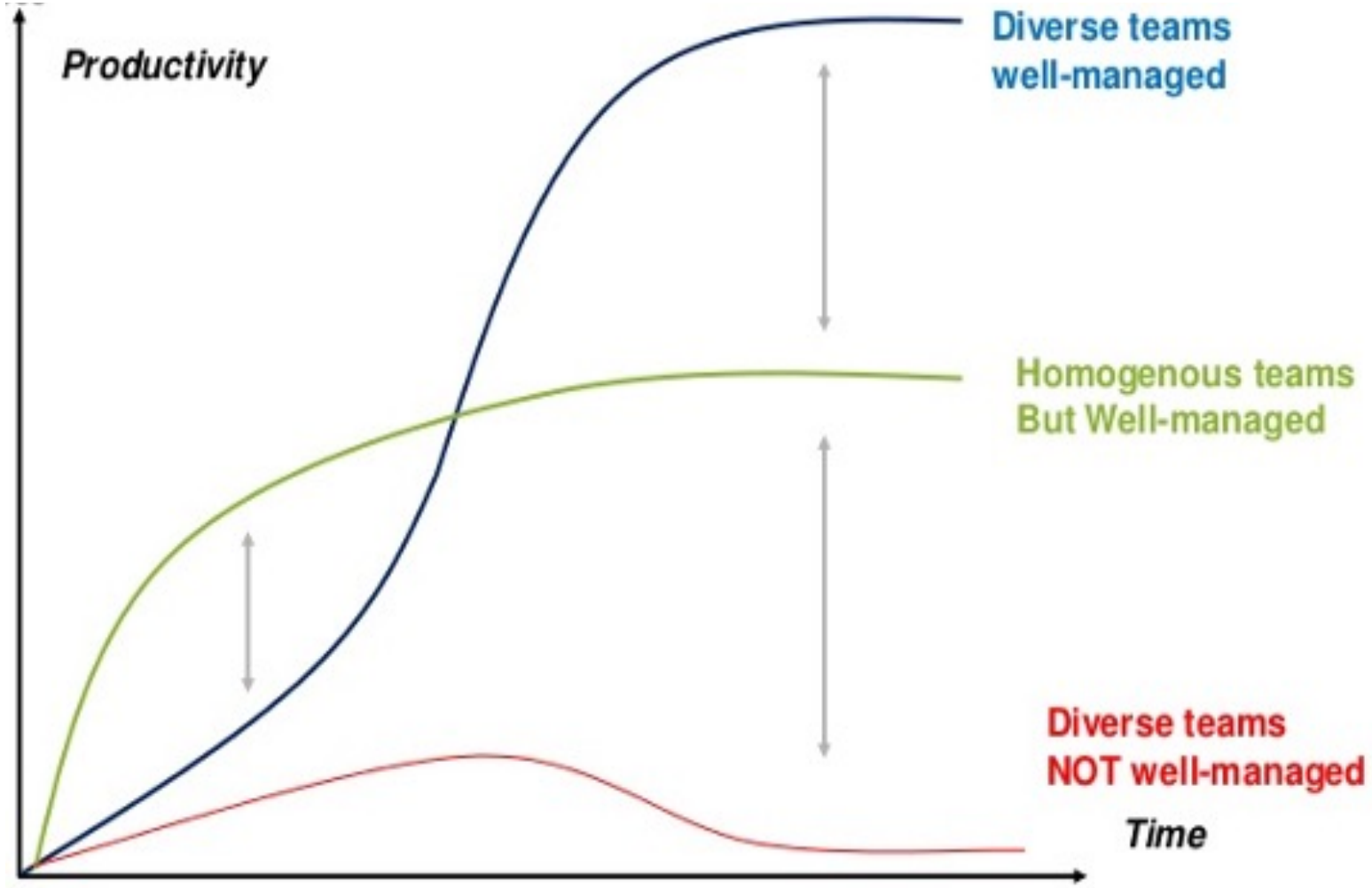
Enjoyment

DECIDING THE WHO

What else to consider?

- Content Expertise
- Project Management
- Finance
- Regulatory
- Technology
- Writing/Editing

Optimizing Disciplinary Diversity



Jack

HOW TO BUILD & SUSTAIN YOUR TEAM

- ✓ Understanding Key Team Roles
- ✓ Balancing the Functions of a Team
- ✓ Building Collaborative Processes
- ✓ Recognizing how Teams Form and Develop

In your experience, what is the most common reason teams fail:

1. Poor leadership
2. One or more disruptive personalities
3. Unclear vision or goals
4. General lack of enthusiasm
5. Lack of resources

Leadership and Management

Role of Leader	Role of Manager
Copes with Change	Copes with Complexity
Aligns people	Organizes people
Motivates and Inspires	Administrates and Controls
Focuses on people	Focuses on systems and structures
Asks why	Asks what
Plans long term	Plans short term

Functions of a Team

Task Functions

- Initiating
- Information seeking
- Information giving
- Opinion seeking
- Clarifying
- Elaborating
- Coordinating
- Developing procedures
- Summarizing

Maintenance (*Team*) Functions

- Encouraging
- Expressing feelings
- Having fun
- Compromising
- Facilitating communication
- Interpreting
- Listening
- Following
- Declaring success

Building Collaborative Process

Visioning Meeting

Team Assessment

Team Charter

Regular Check-Ins

Chat

- ✓What kinds of things generally cause you to really enjoy working on a team?
- ✓What kinds of things generally cause you to not like working on a team?

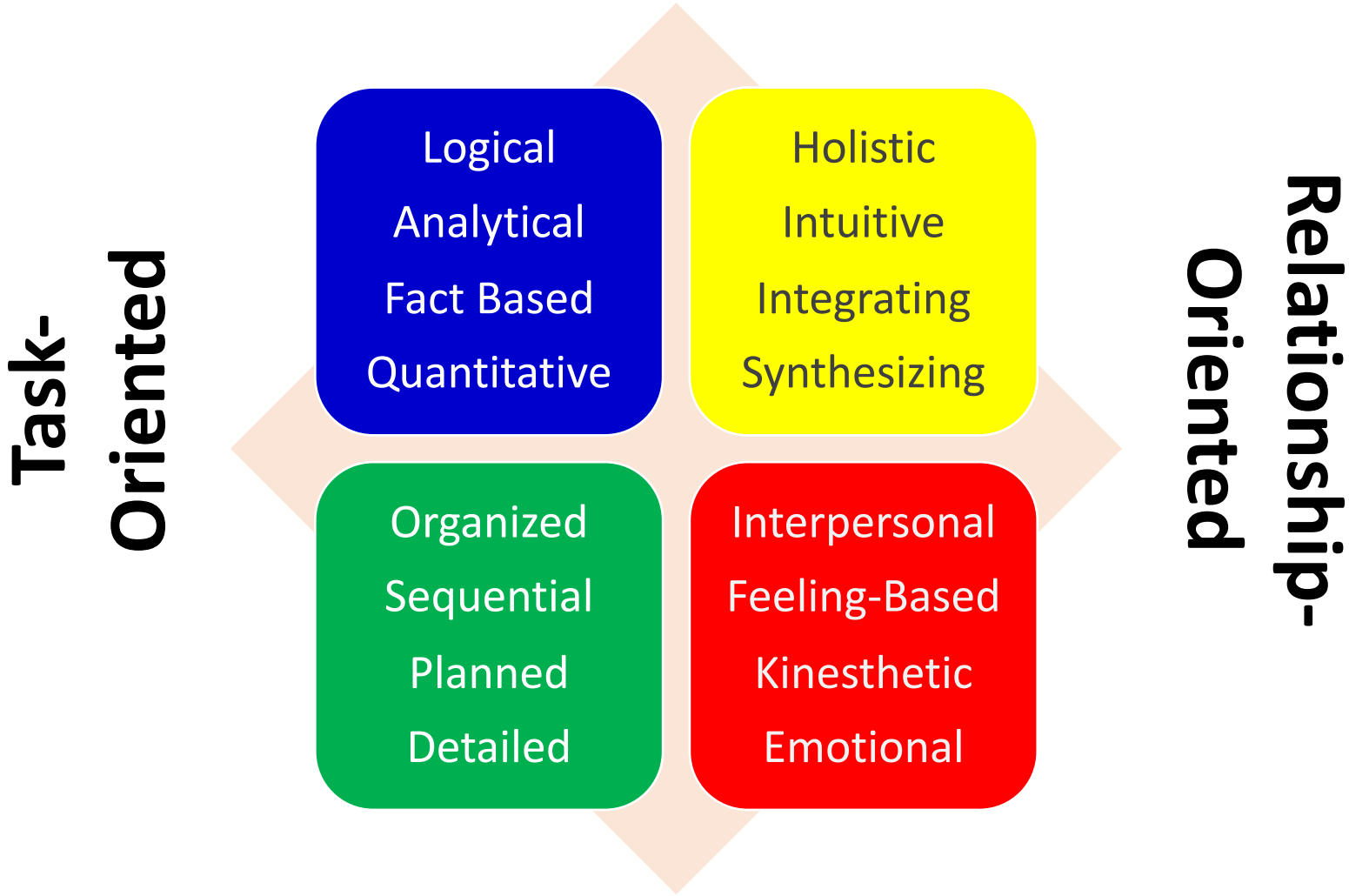
Visioning Meeting

TOOLS

- ✓Share Ideas
- ✓Share Ideas
- ✓Agree on Goals

- ✓Team Readiness assessment
- ✓Roles and responsibilities
- ✓Communication Styles assessment

Appreciate Diverse Communication Styles



Team Charter

TOOLS

Regular Check-Ins

TOOLS

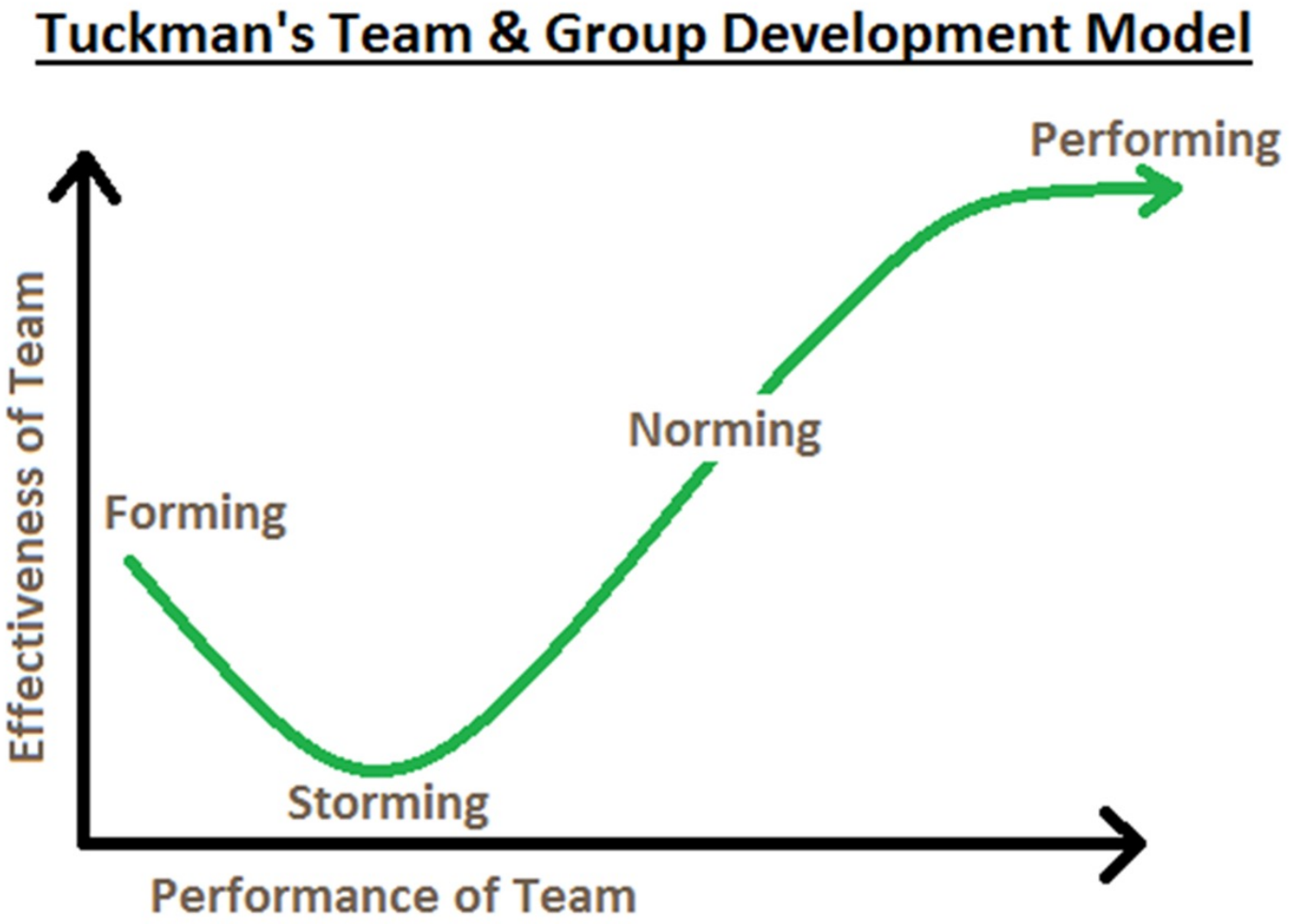
Team Process Checking and Productivity

- ✓ Collaboration software
- ✓ Tuckman's Model

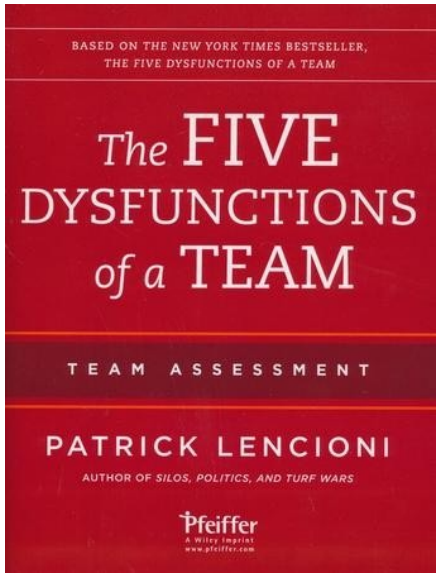
Team Maintenance

- ✓ 5 Dysfunctions Framework
- ✓ Conflict Mitigation Framework
- ✓ CliftonStrengths Assessment

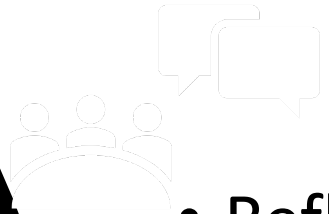
Team Function and Dysfunction



Team Function and Dysfunction



BY NOW, you should be able to…



- Reflect on whether collaboration is appropriate for your project
- Identify several collaboration best practices
- Determine training needs

Thank you!

Visit our website for more Team Science resources:

https://www.cctst.org/programs/cis

Contact us with questions:

jack.kues@uc.edu
megan.lamkin@uc.edu
jason.blackard@uc.edu

Fall 2020 Team Science Series

- **Communication: The Cornerstone of Successful Teams – Sept 17 (2-3 pm)**
  Explore different communication styles and how they interact.
- **Team Foundations: Building with Trust – Oct 22 (2-3 pm)**
  Examine how building a foundation of trust creates an environment in which conflict can become a force for positive change, and how a leader contributes to building an effective team.
- **Leveraging Team Differences to Tackle Complex Problems – Nov 5 (2-3 pm)**
  Discover the principles of building functional teams.

More Team Science Resources

- CCTST CIS Website: cctst.org/programs/CIS
  - Team Charters: cctst.org/programs/cis/resources/team-science-tools

- National Cancer Institute (NCI) Team Science Toolkit: https://www.teamsciencetoolkit.cancer.gov/public/Home.aspx

- Northwestern University Clinical & Translational Sciences Institute offers 4 learning modules on Team Science at http://www.teamscience.net
  - The Science of Team Science
  - Team Science Research Process in Behavioral Science
  - Team Science Research Process in Basic Medical Science
  - Team Science Research Process in Clinical Medical Science