

A New Dimension for Team Science: Individual and System Elements in Collaboration

This workshop will

- Introduce techniques which help at the individual level and prepare individuals to engage more effectively in collaborative efforts.
- Share approaches that encourage thinking at a system level.
- Be an interactive experience designed to give participants information that is cognitive, emotional and actionable.
- Uncover the gains to be realized by reaching beyond institutional or personal benefit.

Teams for large scale scientific and data projects are most often formed from those intellectually equipped in relevant technical expertise, tools and technologies. Processes and frameworks have been evolved to help such teams function; another intellectual layer. However, many teams never achieve their full potential because they fail to fully engage the human dimension. Each team member brings their emotional energy to the work at their own discretion. When that element is allowed to flourish the high-trust relationships that are developed bring the team to a new level. The technology and networks provide conduits for multidisciplinary work, but collaboration is a human activity. True collaboration begins inside the individual and expands outwardly to others; the team, the organization, the system.

The focus of team problems is sometimes placed on particular behaviors and personality types. Other particular aptitudes are often emphasized as preferred. However, in both cases individual team members can be locked into particular behavioral roles. Shifting the focus to systems and freeing the individuals within them to be flexible in their behavioral options creates a diversity which brings wholly unexpected results.

Diverse fields in the social sector have turned increasingly to methodologies and frameworks that are designed to address complex social issues at the system level rather than at the institutional level. Such cross-sector and multi-stakeholder methodologies resonate with the needs of researchers in increasingly complex collaborations that span disciplines, nationalities, and cultures.

Statement of how the workshop will benefit SciTS 2016 Conference attendees

Attendees will benefit by exploring the observation that human interactions will determine the success or failure of any initiative. No matter how good your product, service, system or technology people with bad attitudes and poor relationships can sabotage its effectiveness. More often than not people would like things to be better but they just don't know how to make them better. Attendees will be introduced to knowledge that can help.

Outline of proposed workshop/seminar agenda and content

Introductions of all participants

Interactive exercise

Living the issues, experiences on team science projects - narrative

The human dimension - narrative

Field level thinking - narrative

Discussion topics (together or as breakout?)

How does the system reinforce non-optimal behaviors?

Can action taken at the individual level bring about change?

How to structure collaborations to break stasis and habituated behaviors.

Recap and consolidation

Outline of materials for distribution

Case study

http://www.huffingtonpost.com/entry/google-employee-success-traits_us_564cd621e4b031745cef50fe

One Good Deed Deserves Another

<http://www.radiolab.org/story/104010-one-good-deed-deserves-another/>

Collective Impact

http://www.ssireview.org/articles/entry/collective_impact

Three main objectives - specific skills participants will gain from attending

Participants will learn about approaches that they can learn individually or with their team members to

1. How to overcome defensiveness and interact successfully within collaborative efforts;
2. How to iteratively evaluate their own roles and performance towards shared goals;
3. How to establish a framework of interaction that minimizes unconscious competition and maximizes impact

Title of the Workshop: A New Dimension for Team Science: Individual and System Elements in Collaboration

Workshop instructor(s)/presenters with institutional affiliation and email address

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Katherine Skinner, Educopia Institute, katherine@educopia.org

* Corresponding instructor for communication

Intended audience

Scientists, funders, publishers, project managers, program managers and any member of cross-disciplinary teams.

Maximum number of attendees - As determined by space available.

Any special A/V needs

Laptop projection capability. Space suitable for exercises.

Workshop/seminar duration 3.5 hours ✓ or 6.5 hours