

# Facilitating Multidisciplinary Collaboration

FOR 4WBB0 TUTORS  
WORKSHOP 1

## Agenda

- ▶ Short intro (this study, what are my goals, short background, what is your role, informed consent)
- ▶ First survey
- ▶ Exercise
- ▶ Explaining the workbook
- ▶ Wrap up

# Introduction

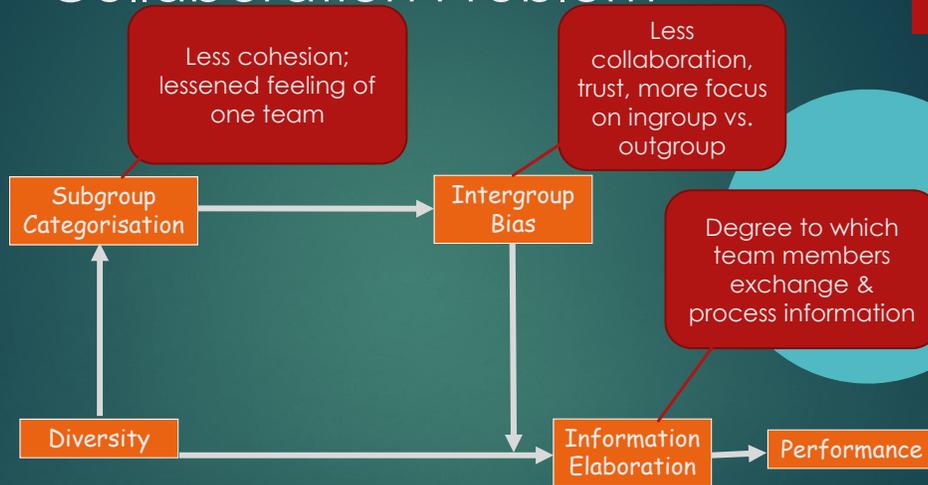
- ▶ Dr. Sonja Rispens  
Human Performance Management Group, Faculty of IE&IS
- ▶ This current study: aimed at developing small interventions tutors can use to facilitate the collaboration processes of their multidisciplinary teams during different phases of the project
- ▶ Your role: first-time users & feedback givers



# Composition of the teams



## Collaboration Problem



## Participation

- ▶ attending the 3 workshops
- ▶ filling out several questionnaires
- ▶ using (some of) the interventions + notes
- ▶ attending an evaluation meeting & give feedback



Workshop 1	Workshop 2	Workshop 3	Evaluation meeting
Sept 5 & 6	Sept 26 & 27	Oct 10 & 11	TBA

## Why three workshops?

- ▶ Teams evolve over time
  - ▶ Phase 1: getting to know each other, learning about the task (assignment), finding out how to work together
    - ▶ Tutor can help to set the stage
  - ▶ Phase 2: performing, dealing with performance feedback
    - ▶ Tutor can help to improve or to maintain work processes
  - ▶ Phase 3: performing/finalizing, dealing with time pressure
    - ▶ Tutor can help to re-facilitate planning, prioritize activities, and to guard work processes

## First survey

- ▶ Please fill out the short survey (max 5 minutes)



## Exercise!

- ▶ Your experience(s) as a team member
  - ▶ Before 1<sup>st</sup> meeting: were you... Excited? Annoyed? Anxious? Something else? Can you remember why you felt like that?
  - ▶ What was pleasant/unpleasant about working in that team?
  
- ▶ What is your main take away from that experience?

## Self-disclosure

- ▶ Helps to make a connection & is a 1<sup>st</sup> step to create a psychologically safe climate
  - ▶ reciprocation
  
- ▶ Caveats:
  - ▶ Make it relevant to the situation
  - ▶ Don't put yourself at risk
  - ▶ Don't overuse it



## Observing your teams' behavior

- ▶ Gives you an idea of how your teams are doing
- ▶ Can give you clues on how to intervene



## Ground rules

- ▶ Only intervene when it seems necessary
- ▶ Don't force/push
- ▶ Never intent to harm, only to protect/improve



## How should teams behave in this phase?

- ▶ Effective teams:
  - ▶ Participation
  - ▶ Open communication
  - ▶ Shared goal setting
  - ▶ Collective discussions/agreements about work processes, task ideas, how to make decisions, etc.



## Check your workbook

- ▶ There is an observation sheet for each of your teams
- ▶ Take your time! (covers first 4 meetings)
- ▶ Highlight what you've seen, and what you've tried
- ▶ Jot down some quick notes/thoughts



