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

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  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

- Less cohesion; lessened feeling of one team
- Less collaboration, trust, more focus on ingroup vs. outgroup
- Degree to which team members exchange & process information

Subgroup Categorisation → Intergroup Bias

Diversity → Information Elaboration → Performance

Participation

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

<table>
<thead>
<tr>
<th>Workshop 1</th>
<th>Workshop 2</th>
<th>Workshop 3</th>
<th>Evaluation meeting</th>
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<tr>
<td>Sept 5 &amp; 6</td>
<td>Sept 26 &amp; 27</td>
<td>Oct 10 &amp; 11</td>
<td>TBA</td>
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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 1st 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 1st 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

“I'm right there in the room, and no one even acknowledges me.”
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
Good luck!

& SEE YOU NEXT TIME (SEPTEMBER 26 OR 27)