

Title:

F 02 SPECIAL SESSION: Best Evidence-Based Strategies for Leading Productive Workplace Teams

Keywords:

Collaboration, Evidence-Based Strategies and Team Leadership

Summary:

Strong evidence exists that high-quality teamwork can be learned and will lead to better outcomes. This session will provide concrete, evidence-based strategies for successful team leadership and participation.

Abstract Text:

Healthy work environments require collaborative work in teams. Global leaders rank collaboration as the #1 trait they look for in employees, with 75% calling it a critical skill. Collaboration is one of the top leadership skills that was not needed a decade ago but is now essential. Successful teamwork requires workplace leaders with the skills to manage or be part of collaborative teams. There is a science of teams and evidence-based strategies for better teamwork can be learned. In this session, evidence-based characteristics of effective teams will be briefly summarized: High-functioning teams learn more and faster than individuals, foster creativity, tend toward speed and innovation, are able to address complex problems, and are more successful in challenging environments. Patterns of communication on teams are the strongest predictor of team productivity, regardless of the team or goal. Communication is equal to intelligence, personality, skill, substance of discussion combined. In successful teams, everyone talks/listens equally; team members connect with members; members carry on back-channel or side conversations; and members periodically go outside the team and bring in new information. Following an overview of the evidence, concrete strategies for successful team leadership and participation in the workplace will be presented and discussed. One of the main challenges for successful teamwork is social distance. Social distance applies when working cross-practice sites, -practice specialties, -professions, -countries, and socio-demographic groups. Strategies for leading successful workplace teams and reducing social distance include: being the leader without expertise and working with people with expertise different than one's own; prioritizing building trust quickly within the team; modeling strong communication and balanced participation in the team; having difficult conversations and dealing with conflict proactively and well; and using technology, including email, in-person and video-meetings to improve communication within the team. The strategies will build on the session theme that healthy work environments require skill in successful team leadership and participation, and that this skill can be learned and applied.

References:

1. Bennett, L.M. & Gadlin, H. (2012). Collaboration and team science: From theory to practice. *Journal of Investigative Medicine*, 60(5), 768-75.
2. Neeley, T. (October 2015). Global teams that work. *Harvard Business Review*.
3. Pentland, A. (April 2012). The new science of building great teams. *Harvard Business Review*.
4. Wallace, W.T. & Creelman, D. (June 2015). Leading people when they know more than you do. *Harvard Business Review*.
5. Wildman, J.L. & Griffith, R.L. (Eds.) (2015). *Leading Global Teams: Translating Multidisciplinary Science to Practice*. New York: Springer.

Content Outline:

1. Overview of the importance of skills in teamwork/collaboration
2. Evidence regarding characteristics of successful teams

3. 5-10 Specific strategies for leading teams

Moderator

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Professional Experience: 2013-present—Assistant Professor, University of San Francisco 2008-present—CEO, WithMax Inc 2010- 2012—Vice President, Service Excellence & Performance Improvement/Quality 2008-2010—Senior Director, Quality and Care Management 2007-2008—Senior Director, Quality and Resource Management 2005-2007—Director, Quality Management/Clinical Effectiveness 2004-2005—Quality Analyst 1986-2004—Charge and Staff Nurse, ICU/NSICU 2017-2019—Vice President, Sigma Board of Directors 2013-2017—Region One Coordinator, Sigma 2011-2013—Chair, Foundation Board, Sigma 2009-2011—Chair, Fellows Committee, Foundation Board, Sigma 2007-2011—President, Nu Xi at Large Chapter Author of five textbooks and multiple book chapters and articles Areas of interest include leadership, healthcare simulation, quality and patient safety Multiple presentations at the local, regional and international levels

Author Summary: Dr. Juli Maxworthy is an Assistant Professor at the University of San Francisco in the United States. Her areas of interest include quality and patient safety, leadership and healthcare simulation. She currently serves as the Vice President for the Board of Directors of Sigma.

Organizer

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Professional Experience: President, Sigma Theta Tau International; Associate Professor, University of New Mexico College of Nursing, 1989-present Director, Tracking and Evaluation and Member, Executive Leadership Committee, University of New Mexico Health Sciences Center NIH-funded Clinical and Translational Science Center, 2009 - present Numerous presentations at scientific meetings

Author Summary: Beth Baldwin Tigges, PhD, RN, PNP, BC, is President of the Honor Society of Nursing, Sigma Theta Tau International (STTI) (2017-2019). Over the past 30 years, she has served in numerous STTI international and chapter positions.