

THRIVE

DEVELOPING A NEW
APPROACH TO
INCLUSIVE TEAMWORK IN
RESEARCH AND IMPACT
LEADERSHIP



WHAT IS THRIVE?

A two-year research project funded by Research England, working in partnership with AHRC and Advance HE to:

- Co-develop a new model of team working – encouraging greater diversity and inclusivity in research collaboration
- Pilot the model through a live funding call with AHRC (2024)
- Understand the challenges and opportunities of this approach

INCLUSIVE TEAMWORK

- Co-creating **alternative** way of working to traditional PI approach
- More **collaborative**: all team members contribute to a project's success (shared leadership)
- More **inclusive**: breaking down silos; fostering diversity of voices and nurturing a culture of collaboration, trust and open communication
- Contributes to a positive **research culture** that encourages inclusive and collegiate behaviours



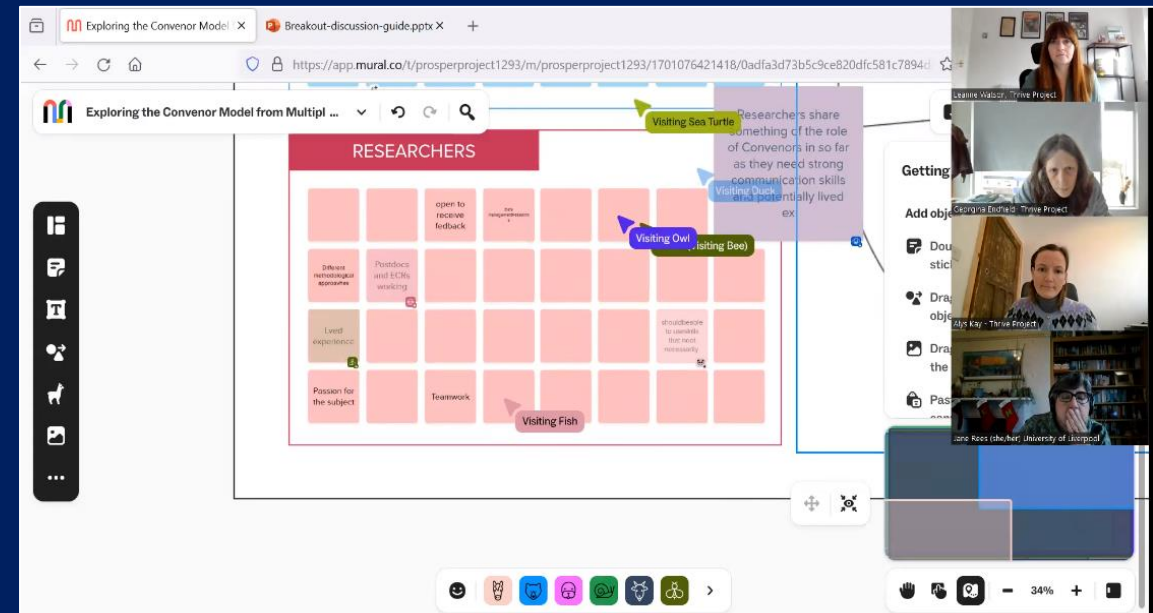
WHAT WE HAVE BEEN DOING

Work with a **cross-section of representatives** from universities, funding bodies and industry to co-develop a model of team working which will:

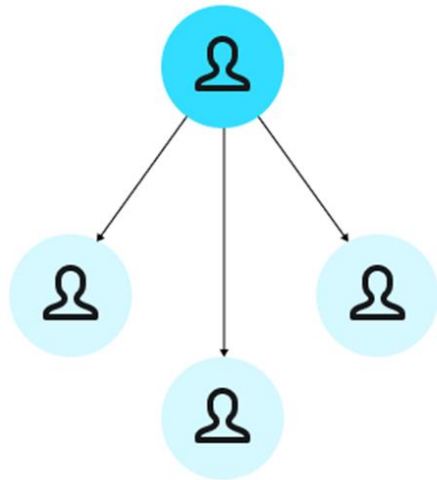
- a) enable **equitable** and **transparent** distribution of activities and workload;
- b) **reward** and **recognise** both individual and collective achievements;
- c) identify the **engagement** and **collaboration tools** and **techniques** required for effective teamworking;
- d) ensure **EDI best practice** within a research team, embed inclusive practices and remove barriers to engagement.

ENGAGEMENT

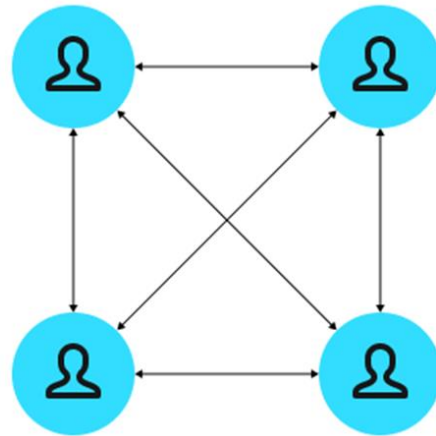
- Broad level of engagement from across HEIs, funders, charity sector, industry and business partners
- Different role holders: technicians, academics, research support officers, professional/research developers, project teams and leads, research culture leads, funding reps and portfolio leads
- National and international engagement



Vertical leadership



Shared leadership



Convening a team with a strong, shared vision and to create a safe, trusting and enabling space in which everyone's talents can be brought forward and shared for the benefit of all.

<https://www.valamis.com/hub/shared-leadership>

PARTICIPANT VOICES

"Plays into people's strengths, not expecting the PI to do everything – it makes you think much more carefully about who is involved and what they're bringing to the team and how to value that".

"We should anticipate institutional resistance... with institutions preferring clear accountability".

"Nothing exciting in research is easy.... It's reliant on PIs, who need to change"

WHAT WE WANT TO DO TODAY

- Meet and mingle!
- The process of convening a team
- Exploring the principles of team convening
- Time for further thoughts and reflections

CONVENING A TEAM: PRINCIPLES AS PROCESS



➤ *What does 'good' look like? Your thoughts...*

NEXT STEPS

Thankyou!

27th February: *Thrive Together: co designing a new model of team-based research- Hope Street Hotel, Liverpool*

<https://www.eventbrite.co.uk/e/thrive-together-co-designing-a-new-model-of-team-based-research-tickets-749782488607>