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 (distributed 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 WANT TO DO

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 teamwork;

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

• Different role holders: technicians, academics, research support officers, research developers, research project teams and leads, research culture leads; industry and business partners.

• National and international engagement
THE CONVENOR MODEL

A team context where there is a strong, shared vision and where the convenor creates a safe, trusting and enabling space in which everyone’s talents can be brought forward and shared for the benefit of all.
THE CONVENOR ROLE

• The role of the Convenor is to convene representatives from multiple sectors, break down silos and foster cross-functional relationships built on trust and communication.

• They take responsibility for ensuring that the team as a whole is functioning appropriately and effectively, through all members of the team sharing responsibility for overall delivery of the research.

• Convenors could be drawn from a variety of roles.

“No one can whistle a symphony. It takes an orchestra to play it.” — H.E. Luccock
"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"
FIRST STEP

Meet each other!

Thoughts so far
Convening principles

- THRIVE CONVENOR MODEL
- STRATEGIC RESOURCE & TIME
- DEMOCRATISED LEADERSHIP
- POSITIVE RESEARCH CULTURE
- INCLUSIVE COLLABORATION FRAMEWORK
- CONTINUOUS ADAPTATION & IMPROVEMENT
- COLLECTIVE EXPERTISE For research excellence
- DECISION MAKING RIGOUR Through diversity
TODAY- SEEKING YOUR INPUT

1. Collaboratively input into design of the model/ approach (so far)
   
   Feedback/ suggestions/benefits on the principles

2. Consider actionable behaviours, drawing insights from real-world case studies
   - *What difference would a convenor model make – example scenarios*

3. Feedback and development/refinement on the model
   - *Reflections; suggestions; additions? What's missing?*
ACTIVITY

Your task:
Explore how the THRIVE convening principles might make a positive difference in collaboration scenarios.

Key questions:
• *What difference would a convenor model make in your example scenario?*

• *What are the potential benefits?*
NEXT STEPS

• Will share findings in between workshops in blog post/email and linkedIn

• Can add more comments to mural

• Next online workshop: 6th Feb

• Face to face workshop: 27th Feb (Hope Street Hotel, Liverpool)

• Get in touch: Thrive@liverpool.ac.uk