

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



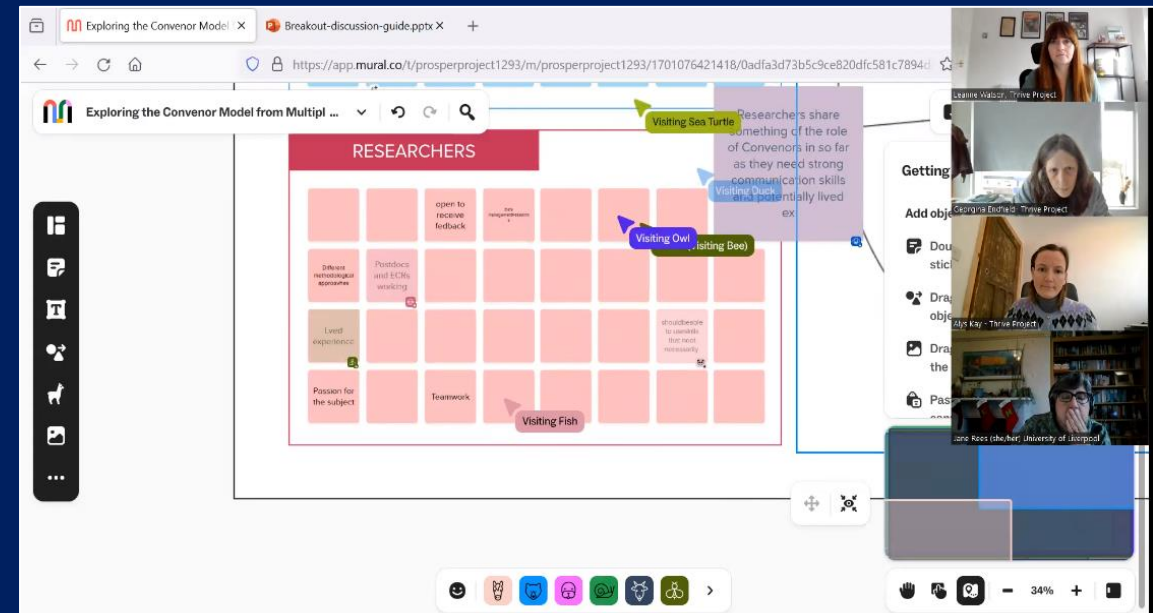
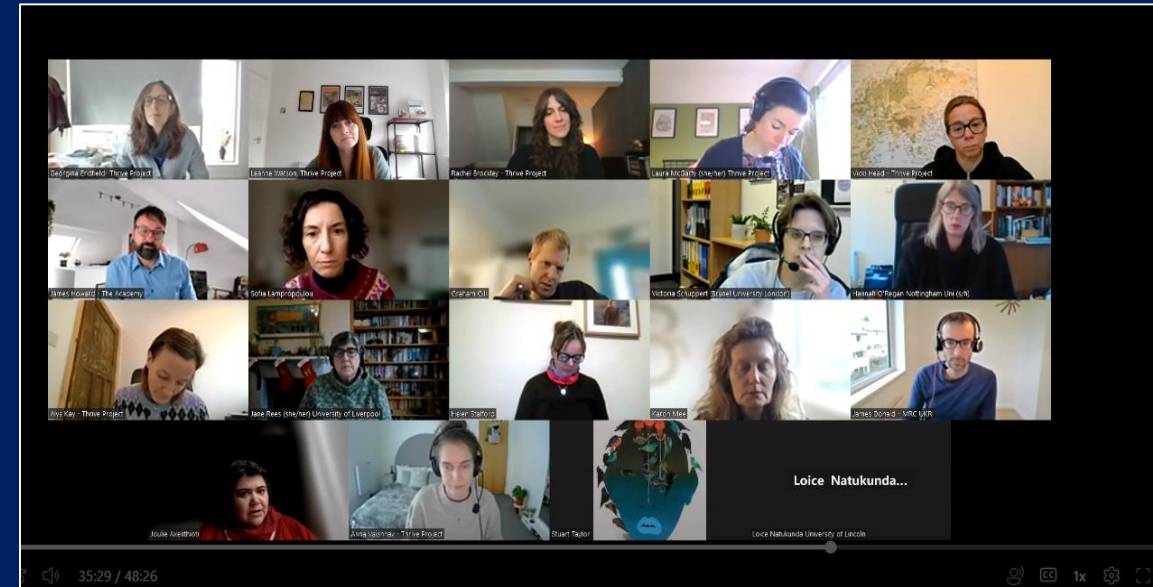
WHAT WE WANT TO DO

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 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
- 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

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"

FIRST STEP

Meet each other!

Thoughts so far

Convening principles



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