

THRIVE

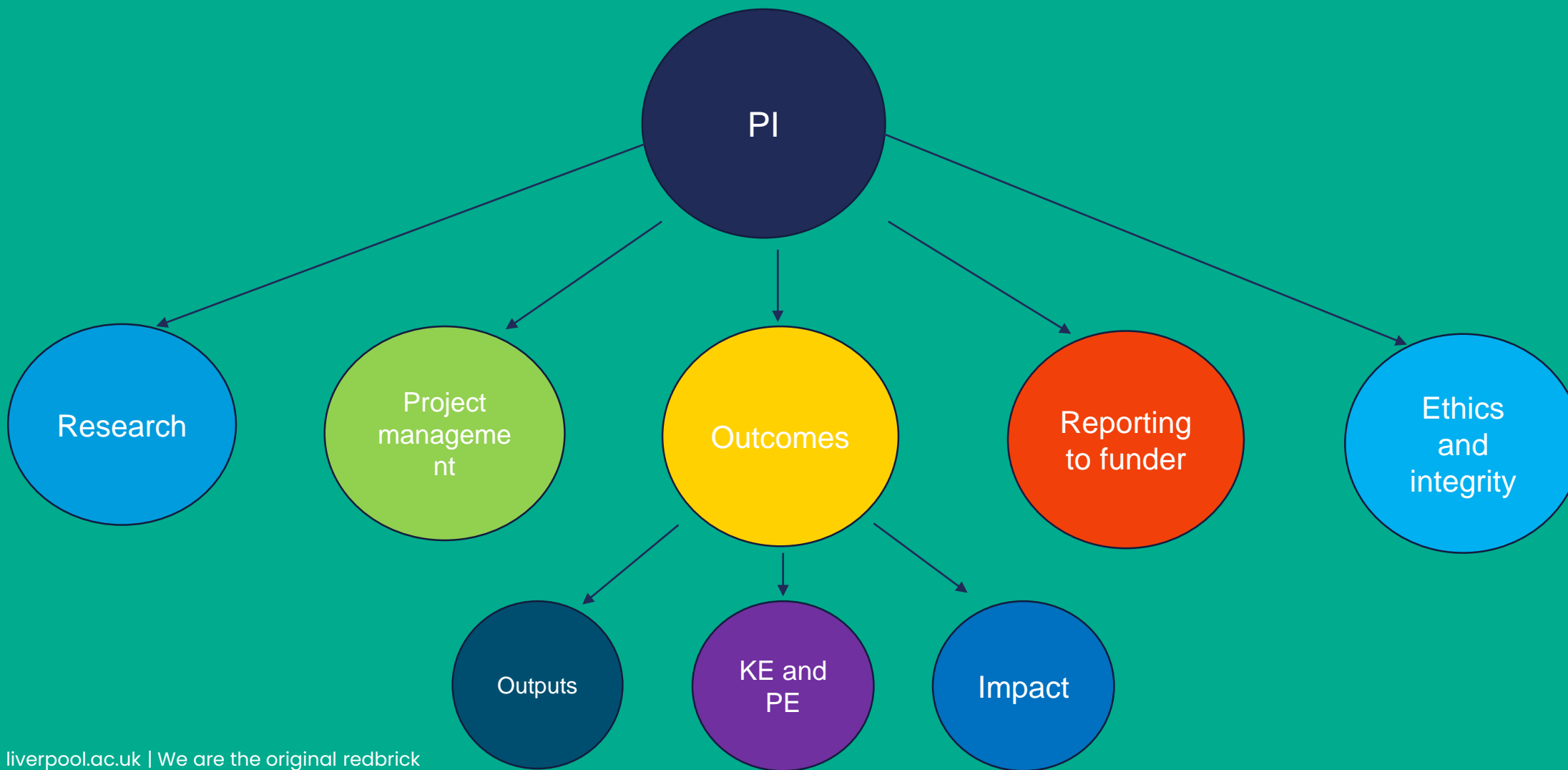
DEVELOPING A NEW
APPROACH TO
INCLUSIVE TEAMWORK IN
RESEARCH AND IMPACT
LEADERSHIP



WHAT IS THRIVE?

A two-year project funded by Research England – working in partnership with AHRC and Advance HE

- 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

Central to Thrive's mission is to co-develop and pilot a new model of teamwork

- Disrupting traditional models – (PI)-led; creating new way of working
- More **collaborative**: all team members contribute to a project's success (collaborative leadership)
- More **inclusive**: breaking down silos and 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.

WHY A NEW MODEL MATTERS

- **Fosters Diversity:** inclusive and collaborative working opens doors for a broader spectrum of research leaders, enriching teams with varied perspectives and insights.
- **Creates a Rewarding Culture:** through more inclusive collaboration, it's possible to foster a positive research culture that's not only productive but also enjoyable and fulfilling for all team members.
- **Enhances Team Performance:** distributed leadership responsibilities allows the whole team to build on individual strengths and expertise, ultimately boosting overall performance.

FIRST WORKSHOP- NOV 14TH 2023

- Began to develop a community of practice
- What makes for effective collaboration? What works and why?
- What factors do we need to overcome to enable wider engagement in effective collaboration?

outputs Foster promote Provide building
inclusivity Advocate changes
about equitably Stakeholder overcome variety
systemic hinder evaluations competition positively Implement
collaborators name Develop concerns Policy openness funders
recognition Factors specific align seed strategies targeted
values schemes Work sessions trust build
Teamwork mechanisms collaboration influencing sharing impact
Conduct lead mentorship idea team outcomes big
Explore streamline diverse areas collaborative bridge criteria
measuring towards guide Incorporate Definition efforts more
support perspectives intelligent partners processes
address defining include organizations emotional timelines
effective among faced governance interdisciplinary Establish

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



The ultimate display of individual and collective expression?

- Many different roles and parts
- Shared vision but clearly defined responsibilities
- Teamwork and congruence
- All members of an orchestra are essential
- Working together to ensure the piece comes together
- Collective endeavour

The conductor

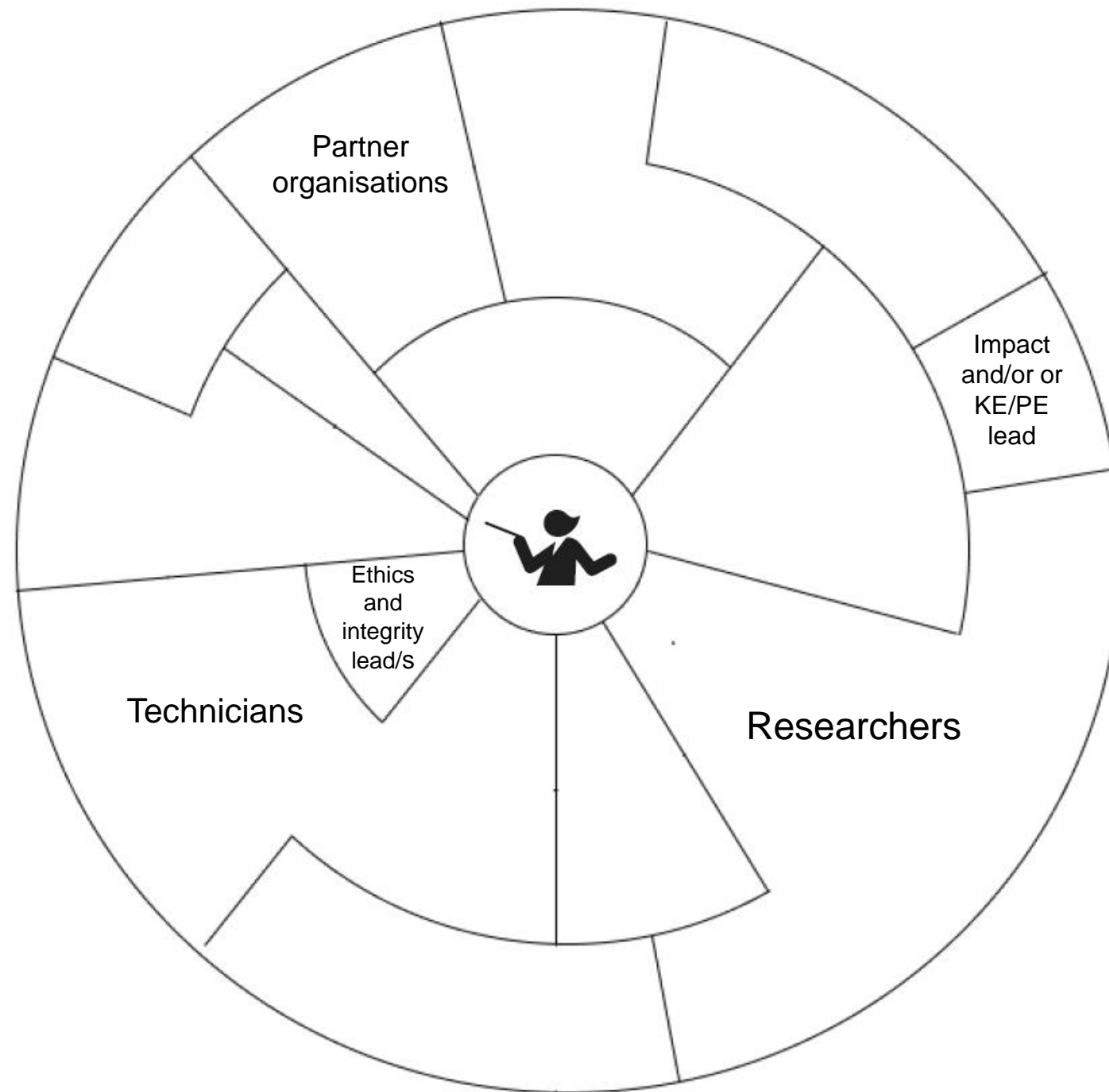


- Knows the instruments (and their players), tempo, score and personalities of the whole orchestra
- Creates trust, unity and direction
- Recognises everyone's role and contribution
- Enables each individual to flourish so that whole team can flourish
- Builds a collective ego!
- Combines individual performers and instruments to produce a final, coordinated piece of music

- They convene....

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, fostering an environment in which everyone can be their very best, delivering excellence.



WARM UP...

Exploring the Convenor Model from Multiple Perspectives



BREAKOUT SESSIONS

Breakout 1: Exploring the benefits of the convenor model through multiple perspectives

Breakout 2: Navigating Challenges of the Convenor Model

BREAKOUT 1

Benefits of the Convenor Model from Multiple Perspectives

- How do you think the convenor model will contribute to the overall effectiveness of collaborative research?
- In what ways do you think the convenor model could empower individual researchers, project manager, technician or other collaborators, and improve interactions and relationships to enable more effective research collaboration?

BREAKOUT 2

Navigating the Challenges of the Convenor Model

- What challenges might there be in applying the convenor model, and how might they be overcome?

STAY INVOLVED WITH THRIVE

- Participatory workshop 2
Monday, 22nd January, 10:00 AM - 11:30 AM
- Participatory workshop 3
Date and Time: Tuesday, 6th February, 10:30 AM - 12:00 PM
- Face to face conference: 27th February





THANK YOU

We are the projects
that make headlines
And people that
make history

We are the original redbrick

[LIVERPOOL.AC.UK/RESEARCHER/WHAT-IS-THRIVE/](https://liverpool.ac.uk/researcher/what-is-thrive/)

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