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Designing and Guiding Complex Collaborations:

Getting Everyone to Take Action Together

An ORED / SIG Training Series to advance Team Science

November 2020 | Mississippi State University

MISSISSIPPI STATE UNIVERSITY

OFFICE OF RESEARCH AND ECONOMIC DEVELOPMENT

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Dr. Devon Brenner

Stephanie Hyche

Dr. Joseph Fratesi

Jeremy Murdock

Housekeeping

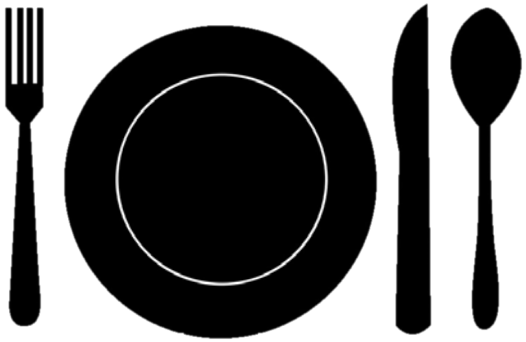
- Session is being recorded
- Slides will be available
- Please remain muted
- Utilize the Chat Box (bottom right)
    - Interact with us
    - Ask questions

QUESTION…

Warm Up

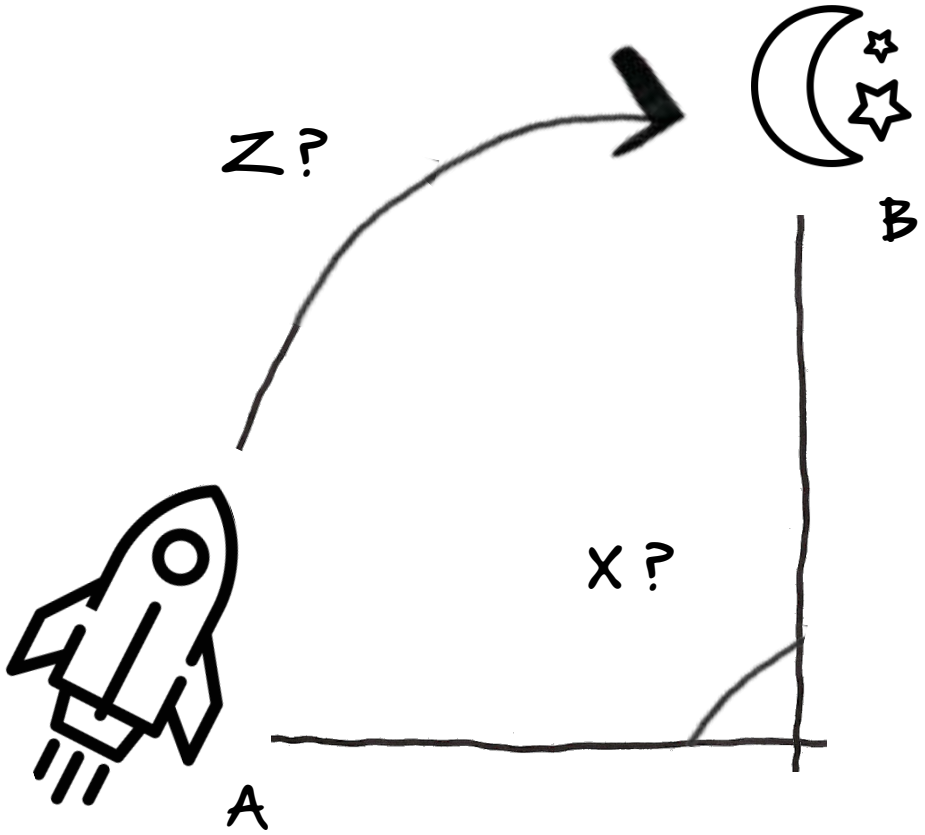
Warm Up

What is your favorite
WEIRD food combination?



Use the Chat box to answer.

NOT Rocket Science



Need for Collaboration IN HIGHER ED

1. Required by funders

2. Trend is moving toward transdisciplinary programming

3. Addressing current challenges requires a collaborative approach

Need for Collaboration

Must
“think & act”
differently

"Ok, we know we need to collaborate, but **how** do we do it?"

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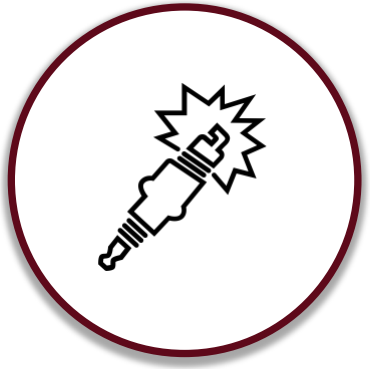
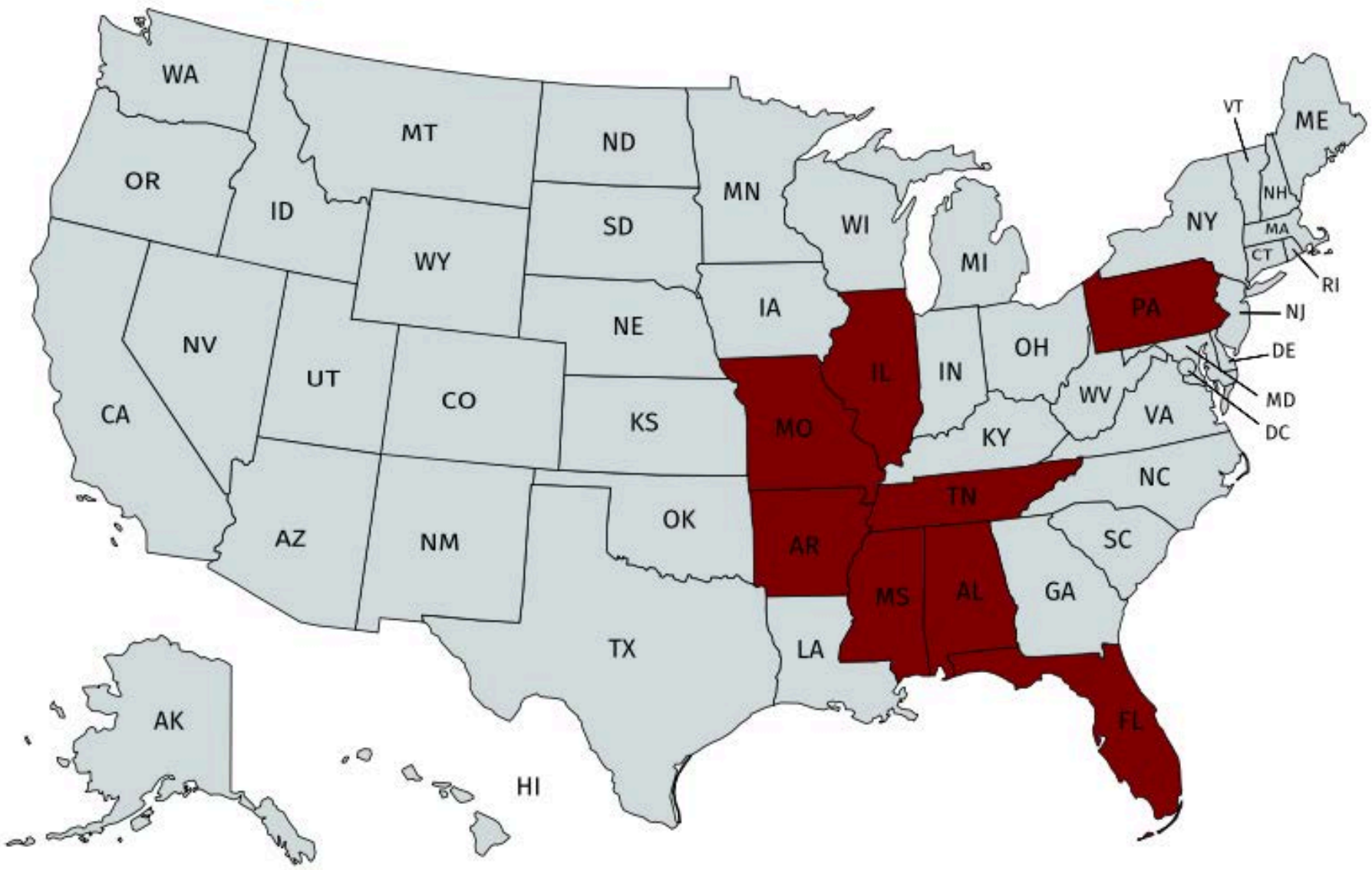
Break down silos

Take collective action



Create a spark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Strategic Doing™

Strategic Doing is a tool that allows people to form action-oriented collaborations quickly, move them toward measurable outcomes, and make adjustments along the way.

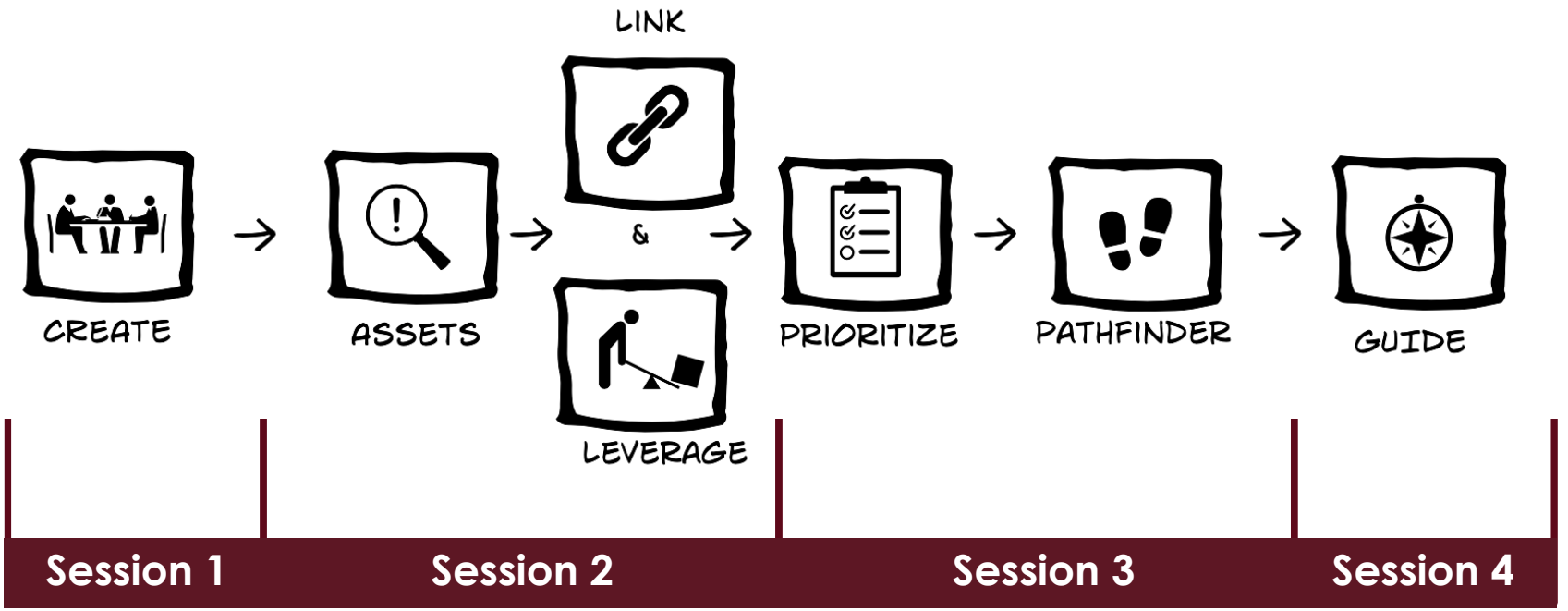
Provides a platform for collaboration

10 Rules (Skills)

Collaboration Seminar Series

1	**Creating a Space for Collaboration**
	Wednesday, September 16 @ 2:00 p.m.
2	**Linking & Leveraging Expertise**
	Thursday, October 8th @ 10 a.m.
3	**Finding a Starting Point**
	Wednesday, October 21 @ 10:00 a.m.
4	**Taking Collective Action**
	TODAY

Collaboration Series Overview



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Session 4:
Getting Everyone to Take Action Together

1. **Short Term Action Planning**

2. **Using 30/30s to Guide Action**

3. **Managing a Collaborative Network**

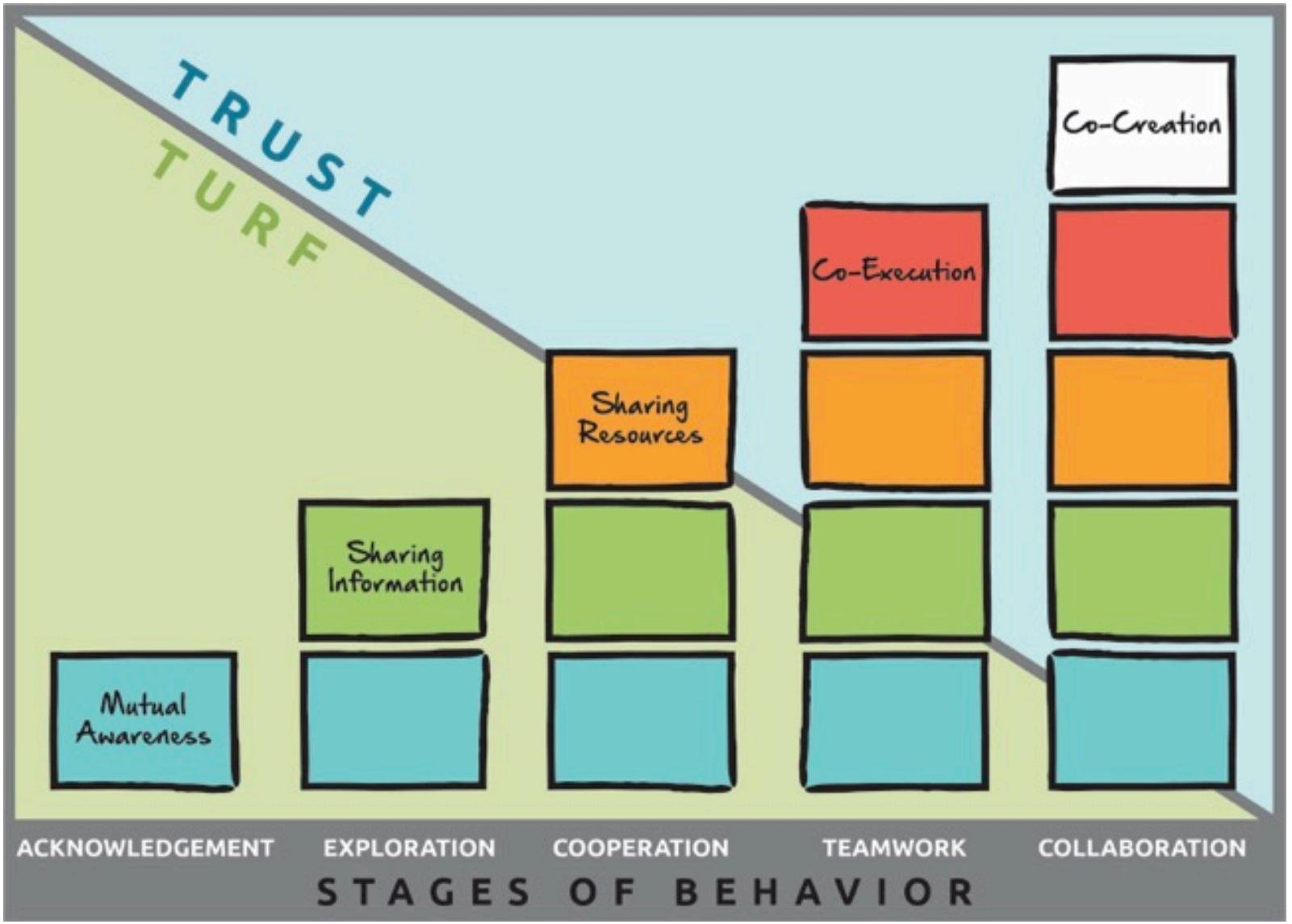
1. Short Term Action Planning

Action Plan

Objectives:

1. Complete project/initiative
2. Strengthen the network

Action Plan


TRUST
TURF
Co-Creation
Co-Execution
Sharing Resources
Sharing Information
Mutual Awareness
ACKNOWLEDGEMENT
EXPLORATION
COOPERATION
TEAMWORK
COLLABORATION
STAGES OF BEHAVIOR

Action Plan

- Small, incremental steps
- Begin to test new relationship
- Everyone takes small step together
- Next 30 days (or other time frame)
- Everyone must commit to something
- 1-hour over next 30 days
- Accountability & trust grows

Action Plan

Elements of an SD Action Plan

- **Name:** Who is responsible? (specific names, not “all”)
- **Task:** Specific action item
- **Deliverable:** What is given to the team?
- **Deadline:** Specific date

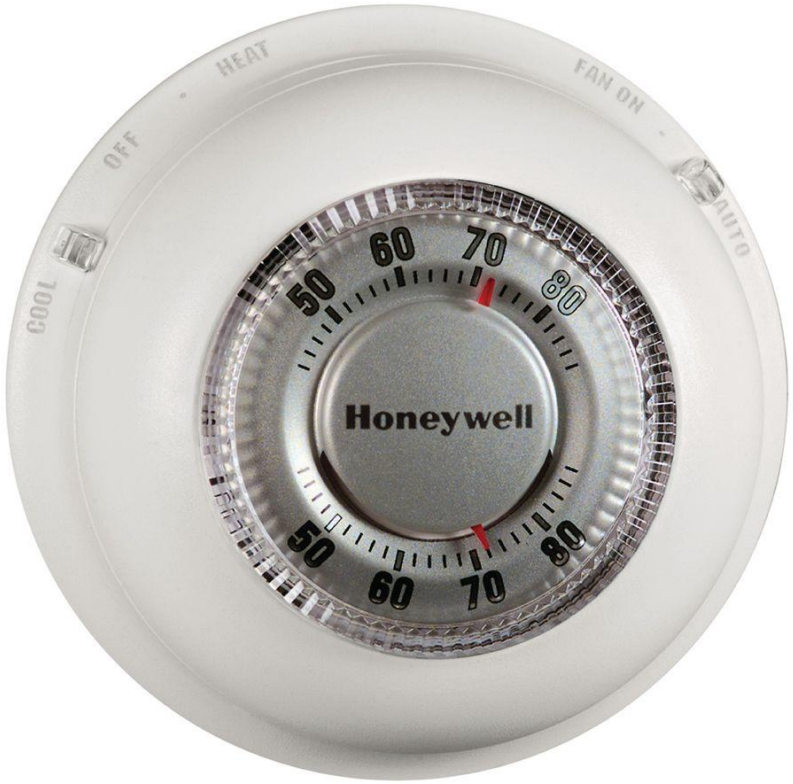
8 **Draft a short-term Action Plan with everyone taking a small step**

An Action Plan includes what each of you will do in the next 30 days. What will each team member commit to working on for at least 1 hour over the next 30 days to move this project forward?

	Name	Task	Deliverable	Deadline
1	All	Review proposal before next meeting		
2				
3				
4	Jeremy	Review proposal to determine team’s qualifications	E-mail bullet point list of at least 3 potential responses to the proposal to the team.	November 19
5				
6				
7				
8				
9				
10				

2. Using 30/30s to Guide Action

Feedback loop

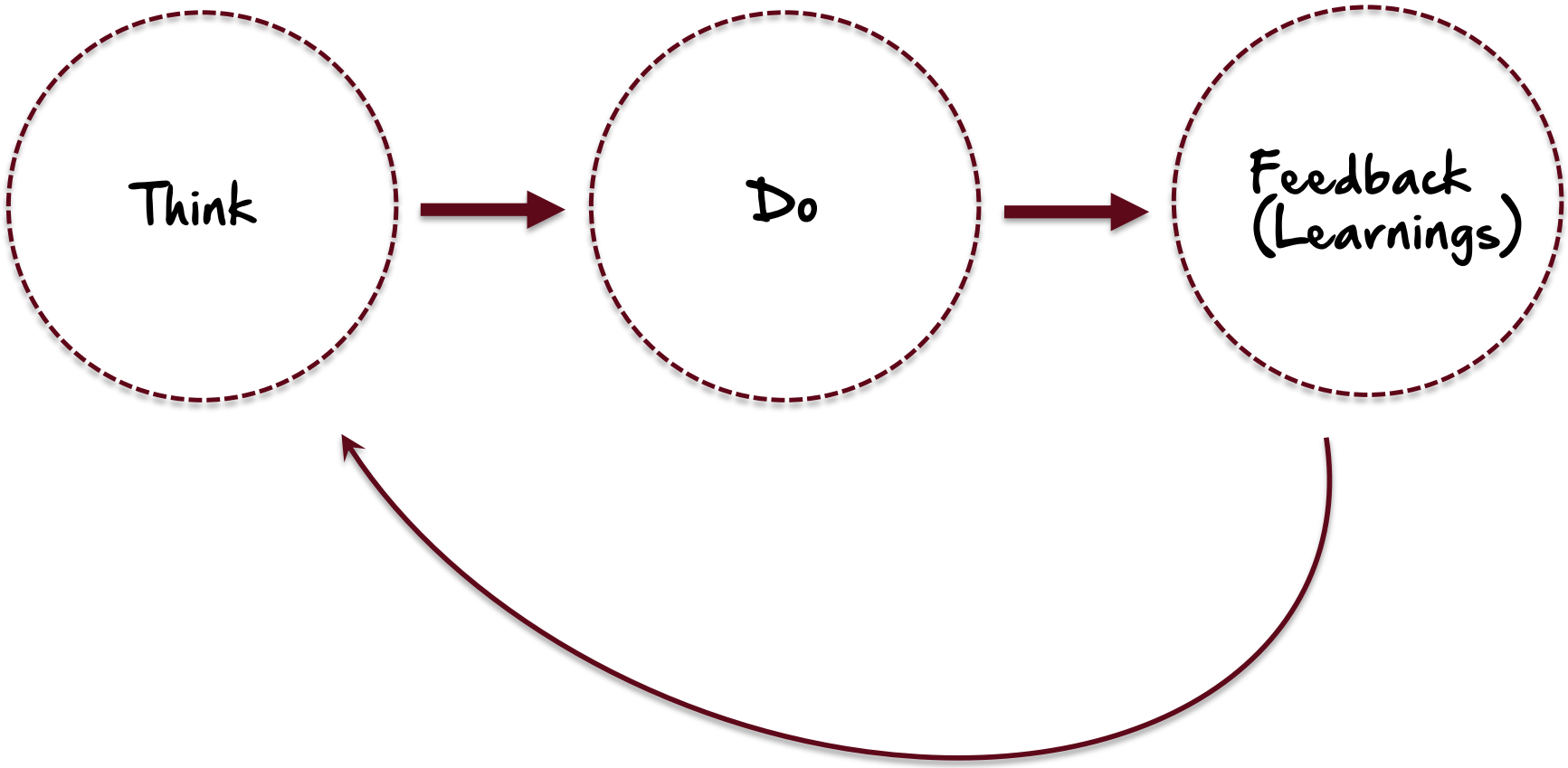


We need feedback loops to stay on track

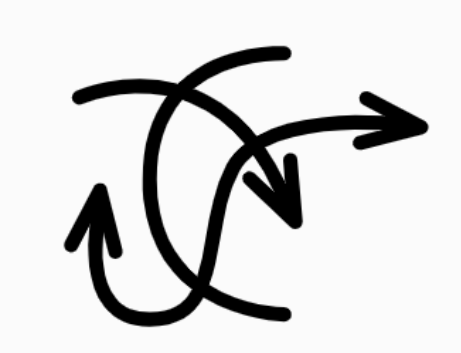
Without feedback loops

a system can spin out of control

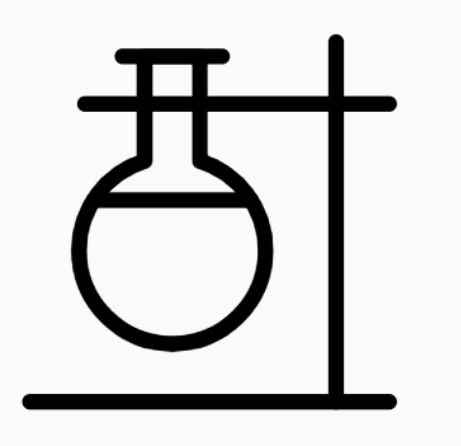
Learning Loops



Learning Loops are critical for collaborations



Complex Challenges



Experimentation

Unstable Environment

SD 30/30™

Look Backwards

What did we do?
What did we learn?

Look Forward

What will we do?

SD 30/30™

7/7

14/14

30/30

Are relatively short

Are flexible in terms of how often

SD 30/30™

Best

Better

Good

No!

SD 30/30™

Guiding questions

1. When, where, and how will we get together the next time (in about 30 days)?

2. What have we learned over the last 30 days?

3. Did anything that needed to be done over last 30 days **NOT** get done? If not, does it still need to be done? If so, how will we do it?

4. Does our proposed course forward still make sense? Do we need to adjust?

5. What will each of us do over the next 30 days to keep moving this effort forward?

SD 30/30™

8 **Draft a short-term Action Plan with everyone taking a small step**

An Action Plan includes what each of you will do in the next 30 days. What will each team member commit to working on for at least 1 hour over the next 30 days to move this project forward?

	Name	Task	Deliverable	Deadline
1				
2				
3				
4				
5				
6				
7				
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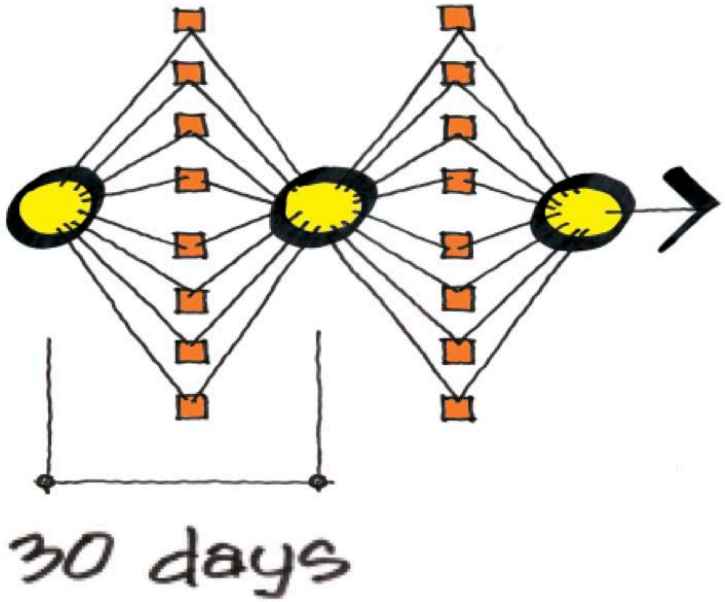
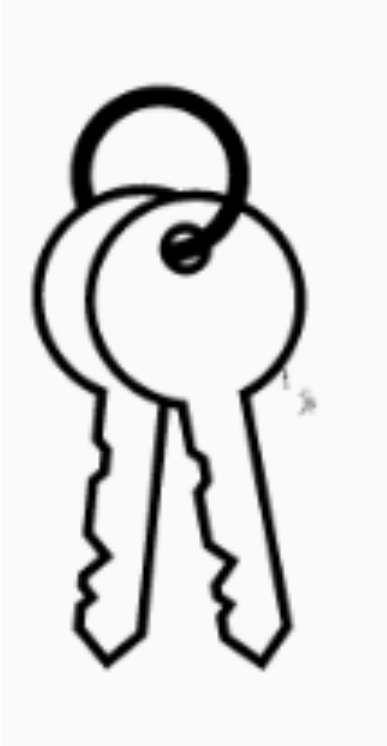
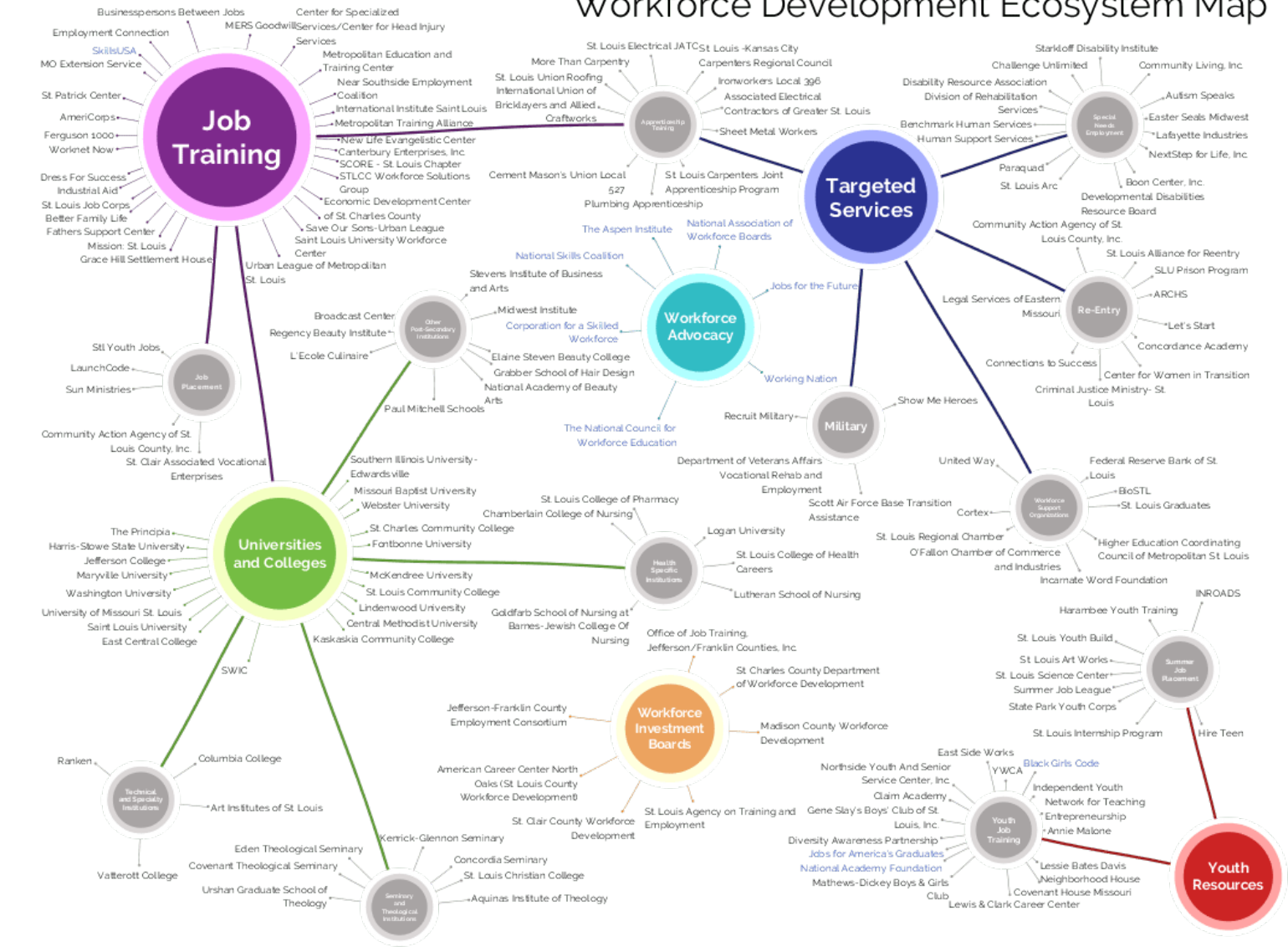


30/30 often keys to success



3. Guiding and Managing Networks

St. Louis Region
Workforce Development Ecosystem Map



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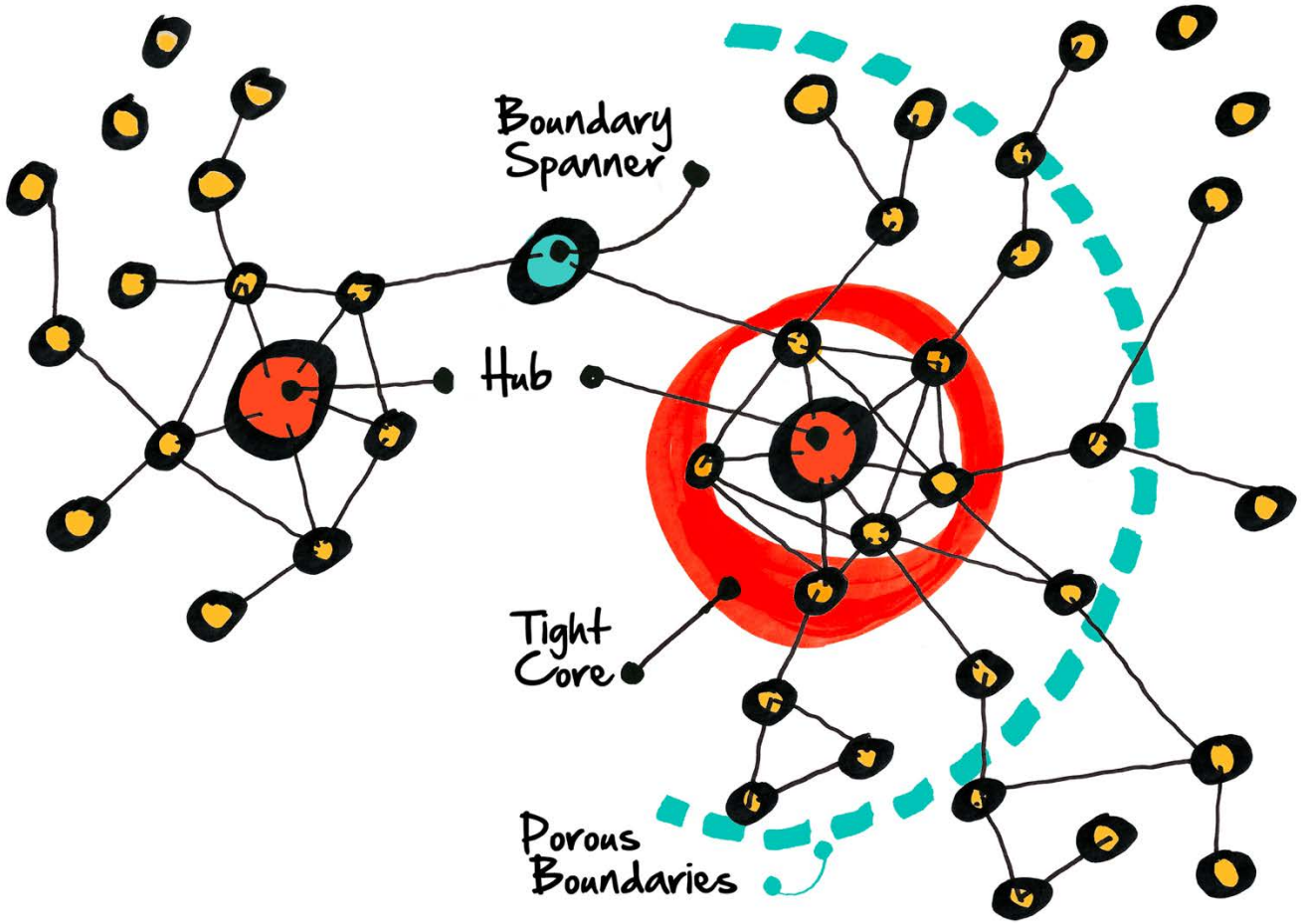
Blue Denotes National Programs

Core Teams



Core Teams

Nudge

Connect

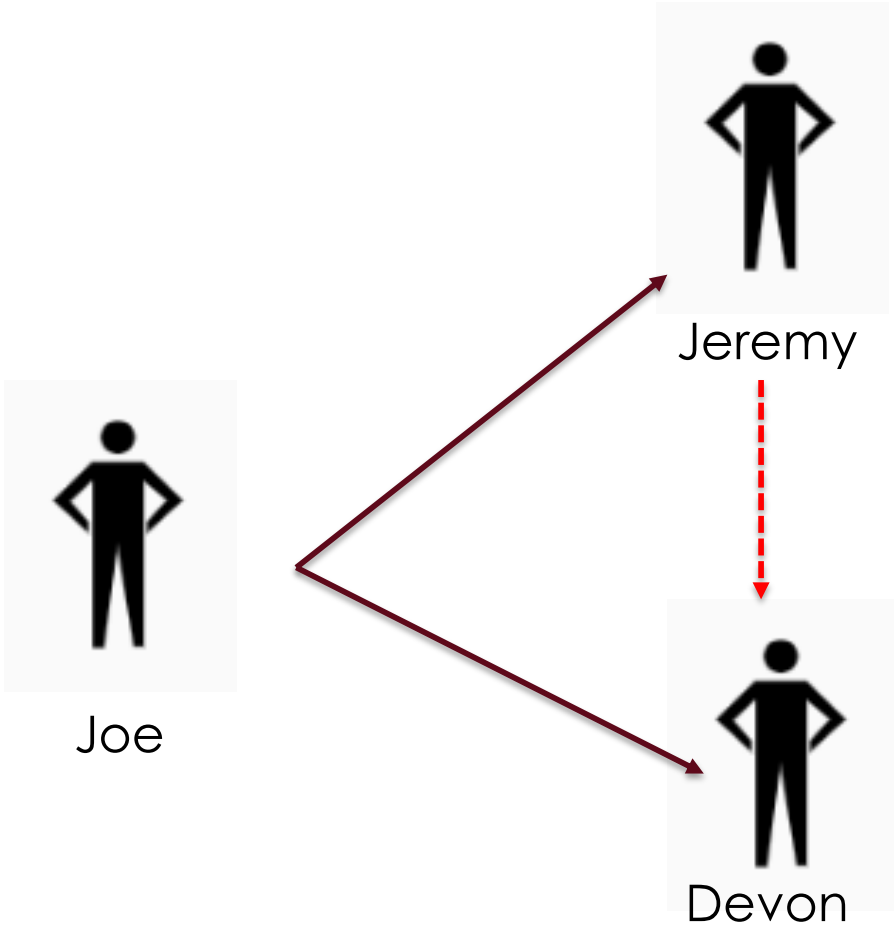
Promote

Nudging

DIGITAL NUDGING IN ACTION

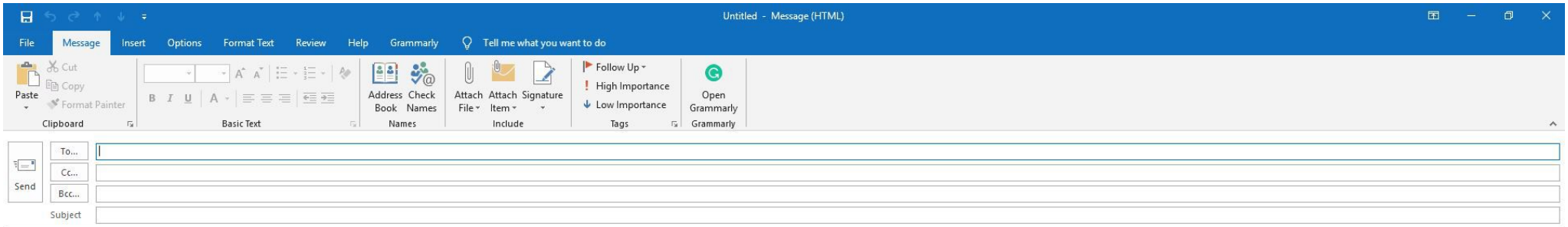
Generic Message to Group	[redacted]
Using Receiver's Name	[redacted]
Using Receiver's and Sender's Name	[redacted]
Using Receiver's and Sender's name and Doing Something to Help	[redacted]
Using Receiver's and Sender's name, Doing Something to Help, and Pointing to Desired Behaviors	[redacted]

Closing the triangle



Boundary spanner

Closing the triangle



Jeremy, meet Devon. I'm introducing you to one another because I think you might have some common interests and could benefit from meeting.

Jeremy works on helping groups develop collaborative strategies.

I met Devon last week at a conference. Devon is looking to expand the field of team science and collaborative research at her university.

I think the two of you would have an interesting conversation about your mutual interests and experience. I'll leave it to you to connect further.

Promote

Promote

Nudging, connecting, and promoting is how we ensure that efforts don't wither on the vine

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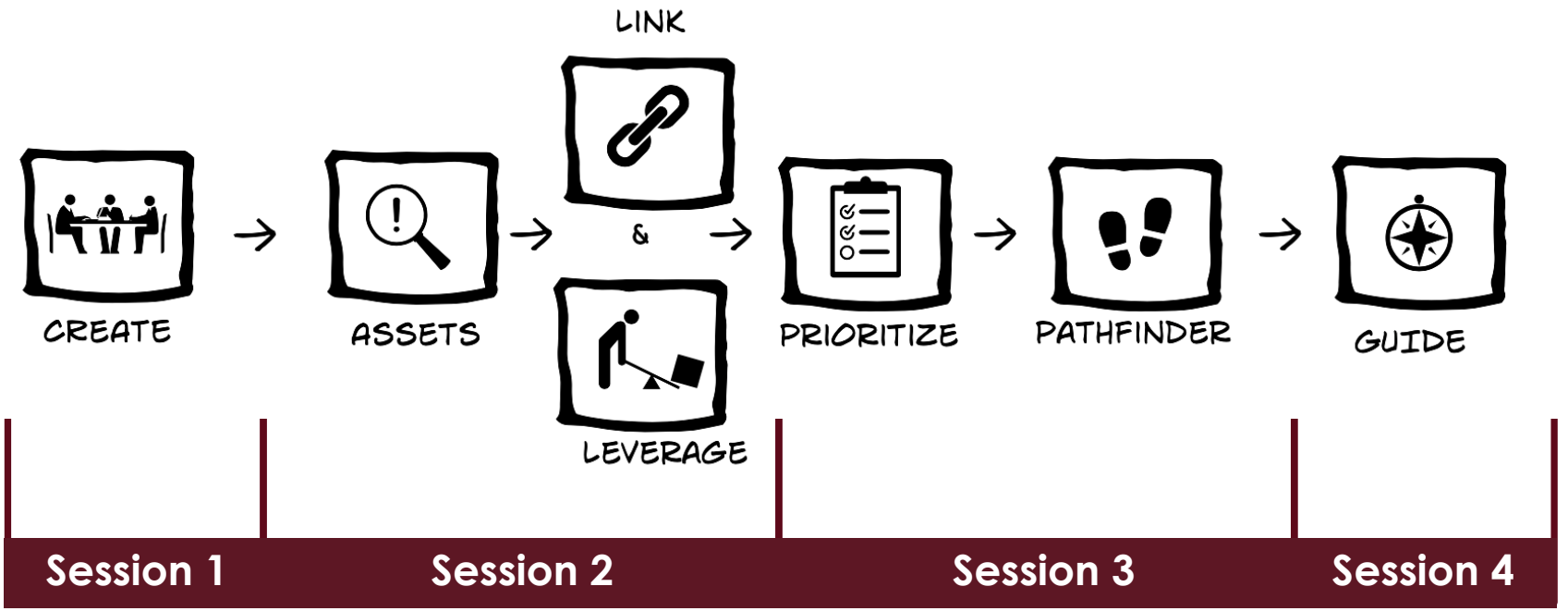

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How can we help you?

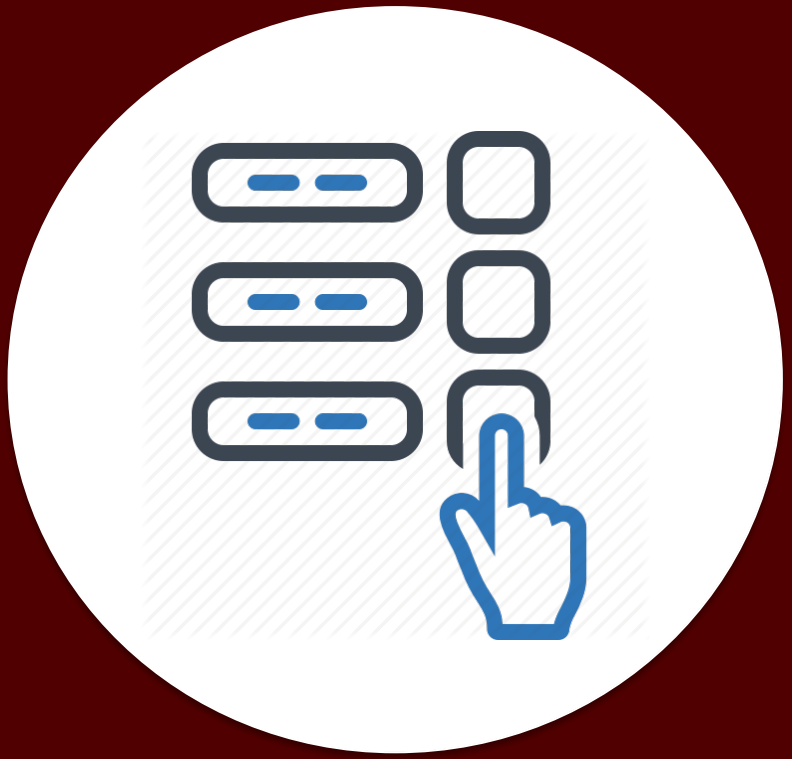
Break down walls

Take collective action

Create a spark

- Help you do it!
  - Facilitation, workshops, etc.
- Help you learn more about it!
  - Strategic Doing training & certification

?



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