

Welcome and Introduction to Workshop



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Team research excellence depends not only on excellent researchers and needed skills ...
but on conditions of the research environment

- structure of the organization
- processes employed (flexible and adaptive)
- team culture and engagement climate (cooperative, collaborative)
- leadership – active (not figure head), transparent, pays attention to team dynamics, is reflexive



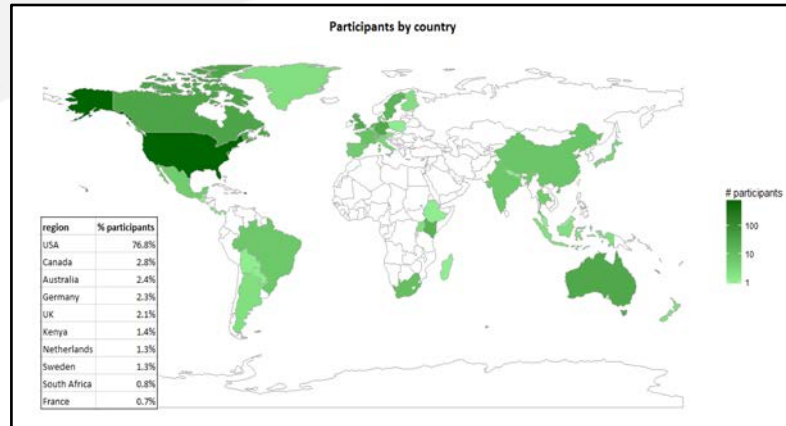
NATIONAL SOCIO-ENVIRONMENTAL SYNTHESIS CENTER

supports synthetic, actionable science on socio-environmental problems



Team based with mostly remote interactions

International in Scope

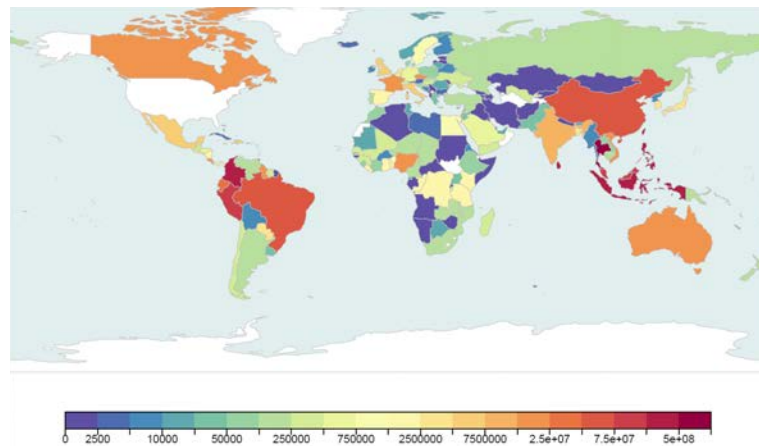
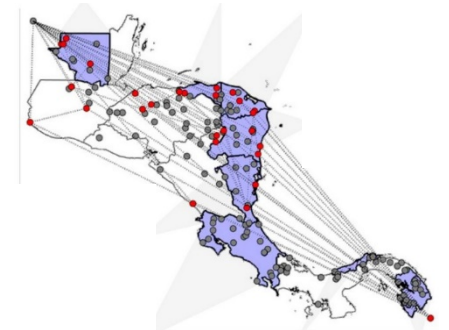


Participants and Science



Urban Biodiversity

Impacts of Narco-Trafficking on Land Use & Land Cover



Global Wildlife Trade and Disease Risk

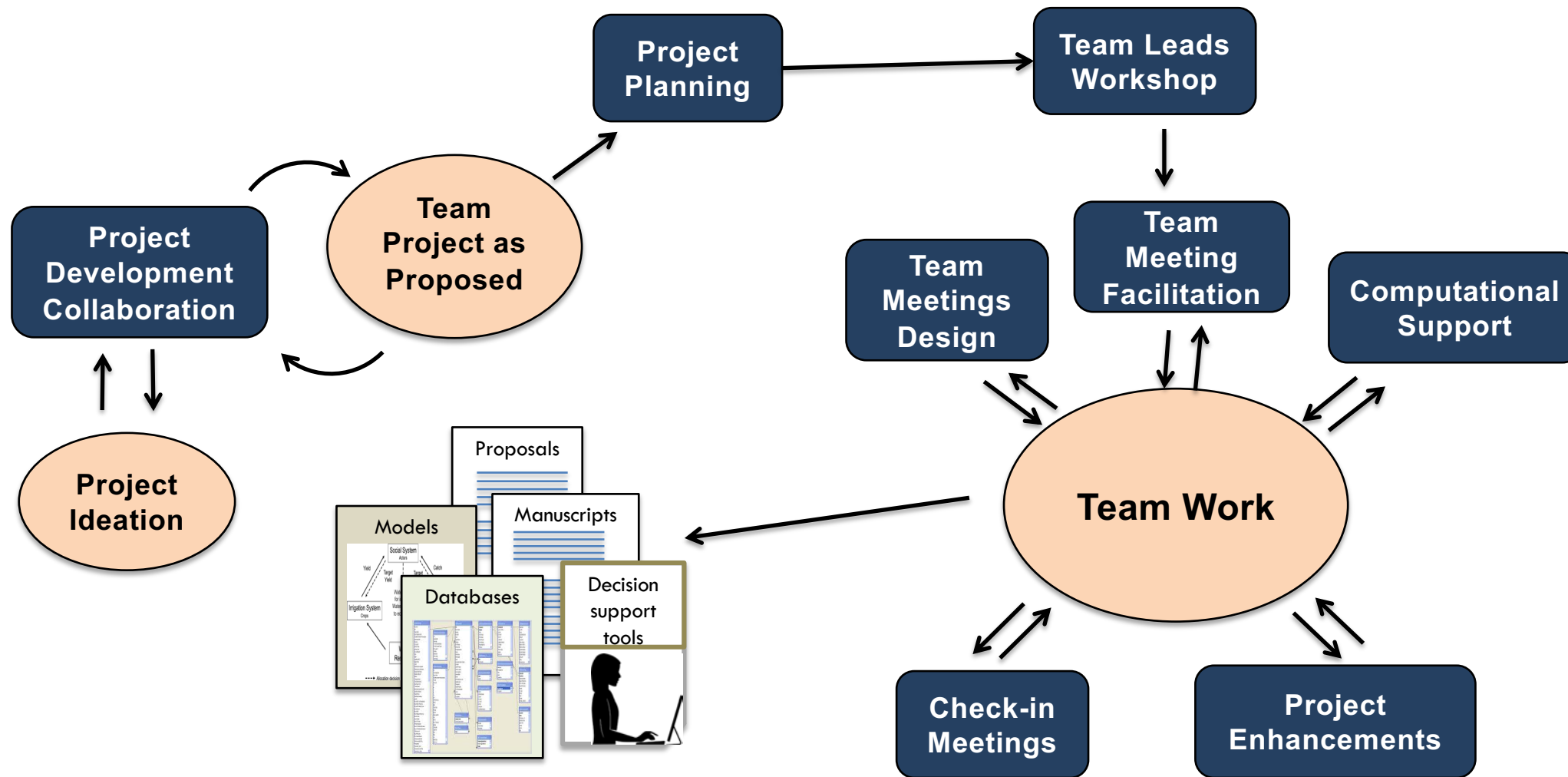
SEYNC Organizational Theory

1. Co-develop shared vision & goals
2. Identify challenges
3. Design, evaluate and adapt programs, processes and services to overcome challenges



the “Center as Experiment”

“set of linked practices”



Building new teams

SESYNC: lessons learned

- Leadership must be actively involved in recruitment
- Recruit individuals with collaborative skills
- Seek diversity across multiple dimensions
- Engage stakeholders in the process



Sustaining teams

SESYNC: lessons learned

- Early face-to-face meeting
- Choose the simplest communication platform and process
- Social interactions (even remotely)
- Time for focus on each individual's contribution repeatedly
- Accountability of subgroups/individuals to entire group (scheduled!)
- Written and agreed upon 'rules' (revisit)
- One individual tasked with ensuring above



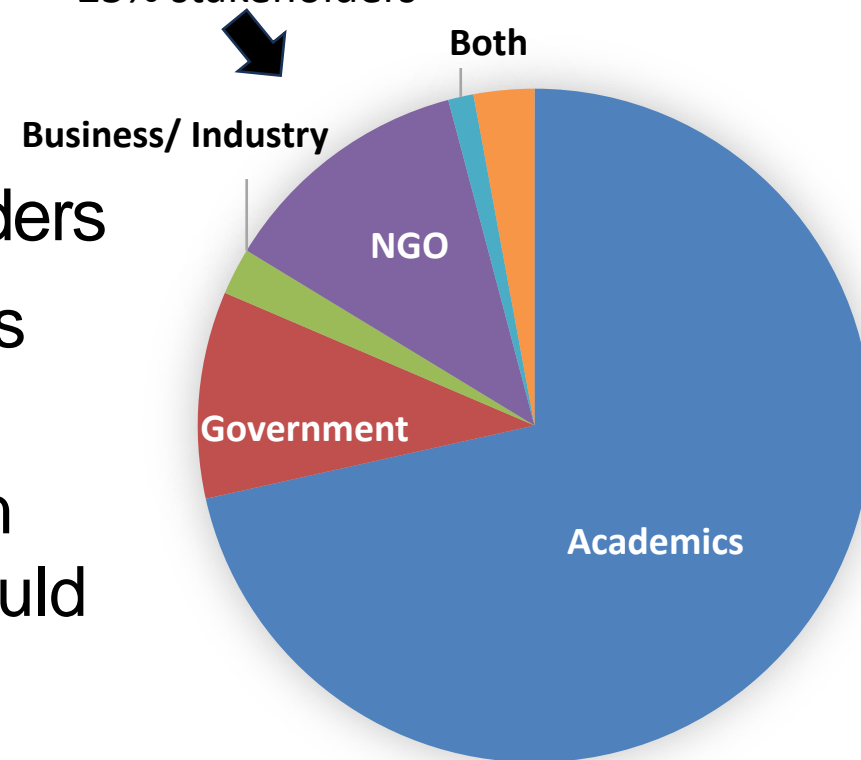
Actionable (convergence) Research

relevant societally

SESYNC: lessons learned

- Recognize there are diverse types of stakeholders
- Co-develop goals and vision with stakeholders
(do not use “loading-dock model or engagement”)
- The social impact of your work is its impact on stakeholders. Value propositions can and should reference stakeholder impacts

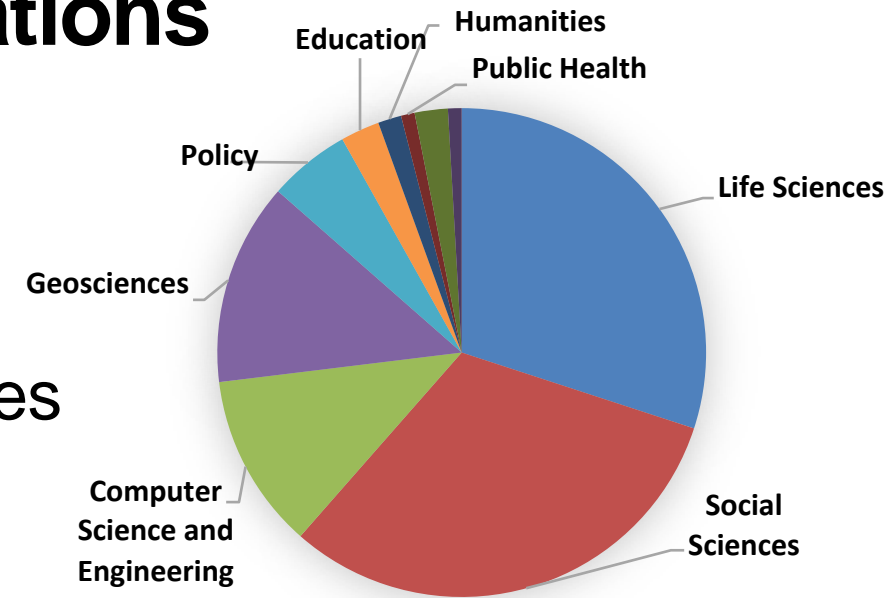
SESYNC teams:
~ 25% stakeholders



Enhance Effectiveness of Interdisciplinarity Collaborations

SESYNC: lessons learned

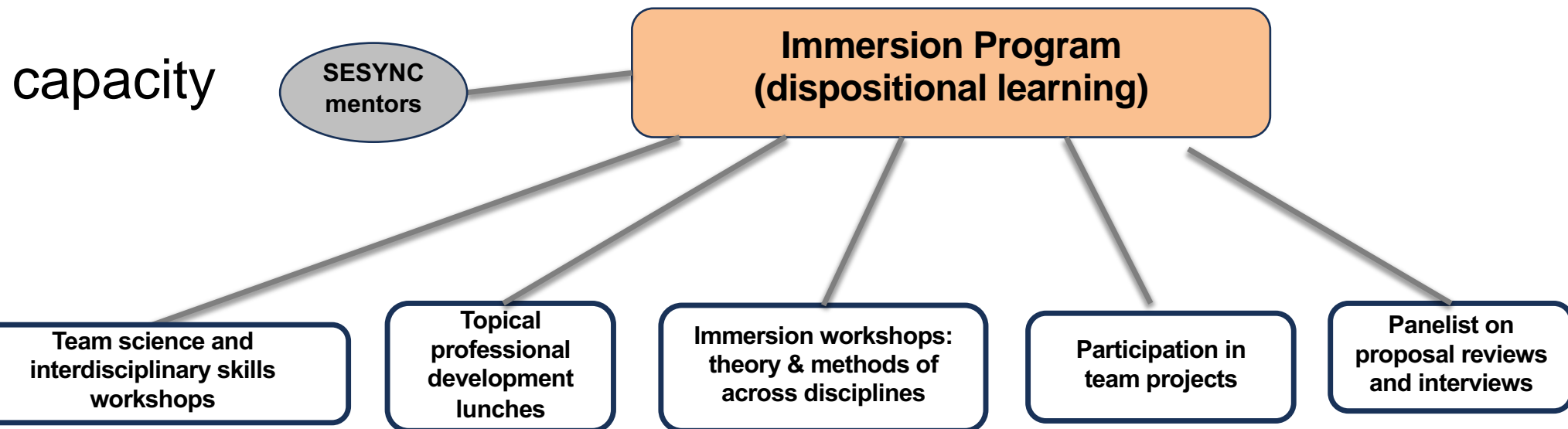
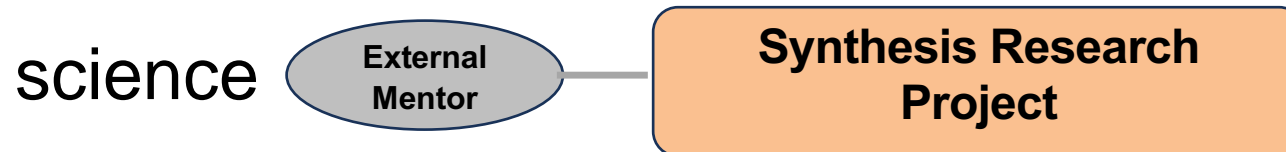
- Recognize & discuss epistemological differences
- Activity to develop shared conceptual model (for research question and methods)
- Be ready for micro-conflicts and have a process for resolving
- Facilitators useful at various stages
- Splitting into sub-teams by discipline a mistake! Integrate from the beginning



Training the Next Generation



SESYNC's 2 pronged postdoctoral program
for science & capacity building





Thank you!

