



TEAM BUILDING IN A VIRTUAL ENVIRONMENT

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10 years as a Molecular Biology Research Associate

9 years as Partnership Director for an Education Research Center

Masters in Group Communication with emphasis in Science of Team Science

13 years in University Research and Proposal Development





Leonardo da Vinci, *Annunciation*, 1472

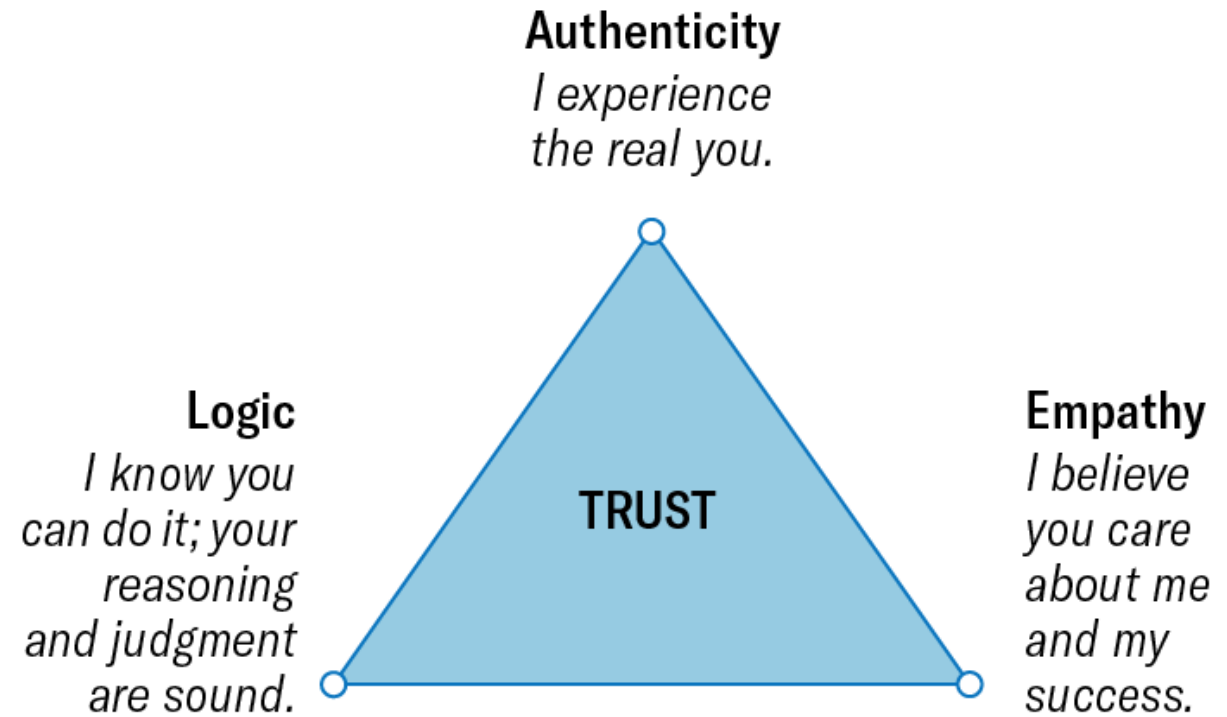
RFA DROPS... WRITE PROPOSAL... SUBMIT

FIFTY YEARS OF
RESEARCH ON
TEAMS



Botticelli, *Birth of Venus*, 1484-85

I. TRUST



From: "Begin with Trust," by Frances Frei and Anne Morriss, May-June 2020



2. SHARED VISION

3. LEADERSHIP



Benozzo Gozzoli, *Procession of the Youngest King, Caspar, Magi Chapel*, 1459

PROPOSAL TEAMS IN MY WORLD

Ad hoc

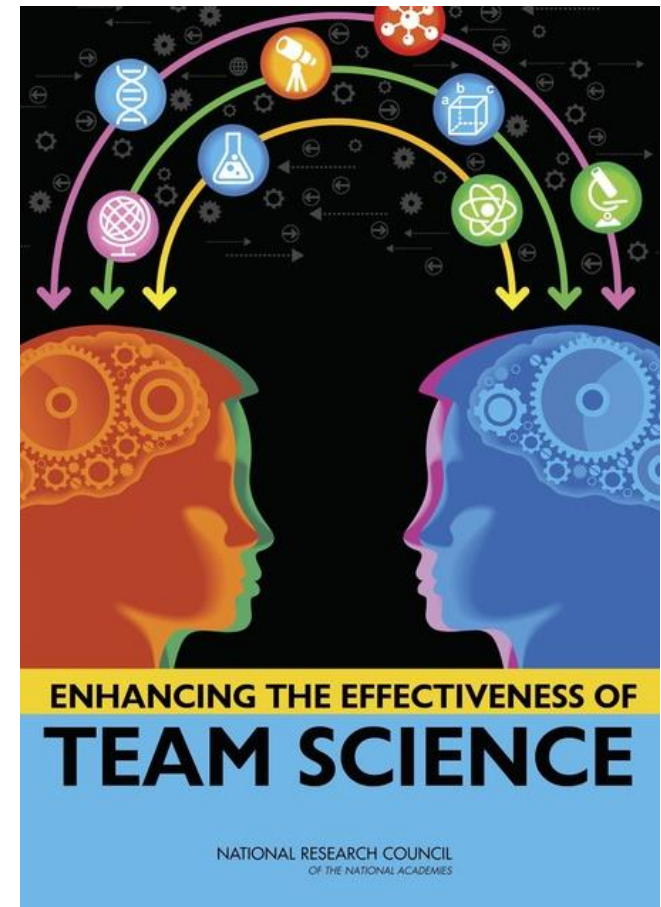
Diverse

Unclear leadership

Correggio, *Saints Peter, Martha, Mary Magdalen, and Leonard*, 1515



THE NEW KID ON THE BLOCK: SCIENCE OF TEAM SCIENCE



I. TRUST

SUCCESS

Co-location
Sharing knowledge
Structured communication

Authenticity

*I experience
the real you.*

Logic

*I know you
can do it; your
reasoning
and judgment
are sound.*

Empathy

*I believe
you care
about me
and my
success.*

TRUST

From: "Begin with Trust," by Frances Frei
and Anne Morriss, May-June 2020



2. SHARED VISION

SUCCESS

Manage expectations

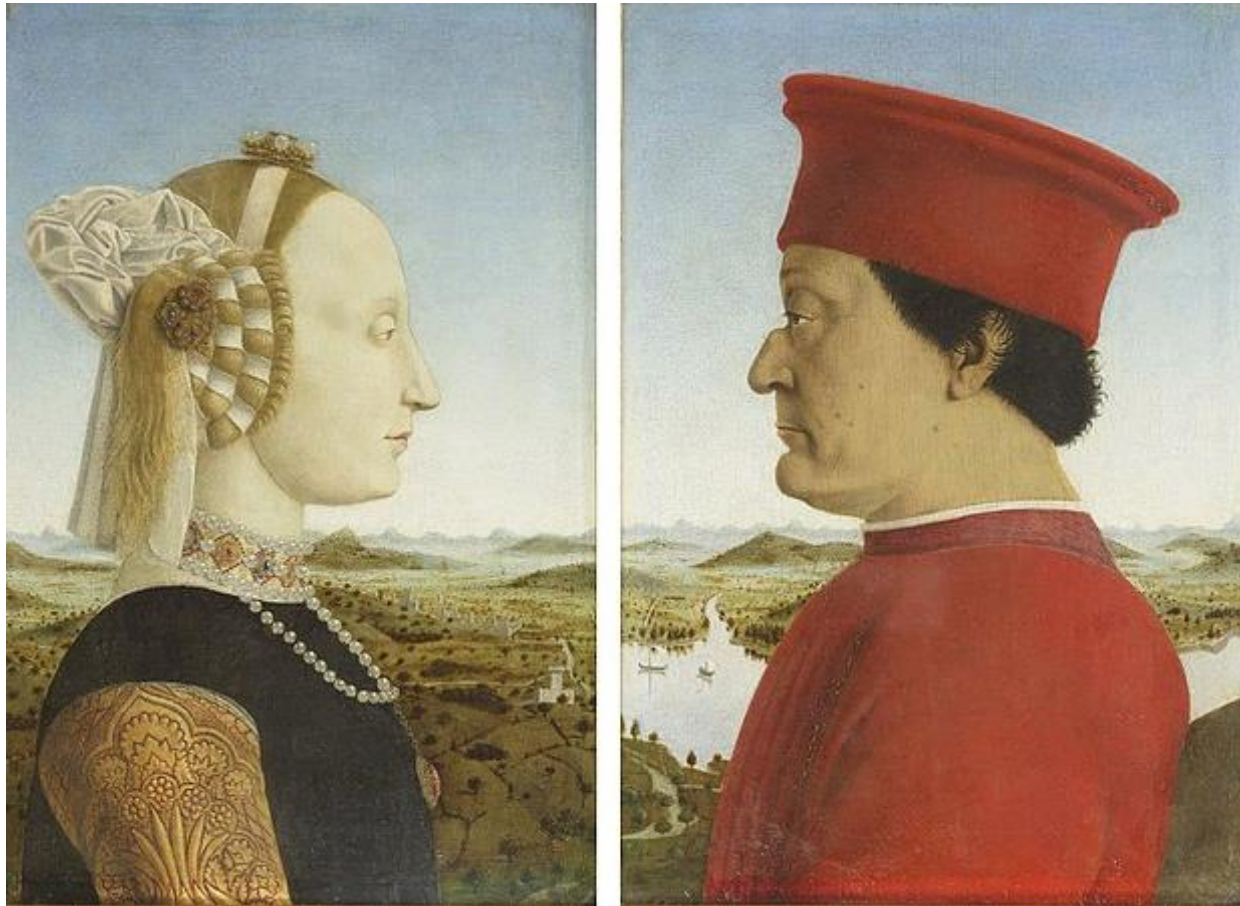
Win themes as the vision

Guide the process

3. INFLUENCE

SUCCESS

Transparency
Define roles
Accountability

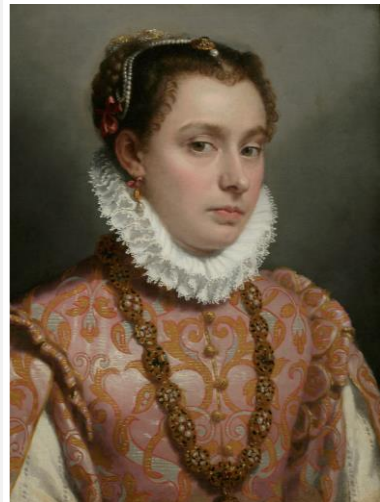


Piero Della Francesca, *Duke and Duchess of Urbino*, 1467-1472

THE PANDEMIC



Poussin, *The Plague of Ashdod*, 1630-31



TEAMS DURING THE PANDEMIC

Diversity is easier

Larger teams

More meetings but productivity went down

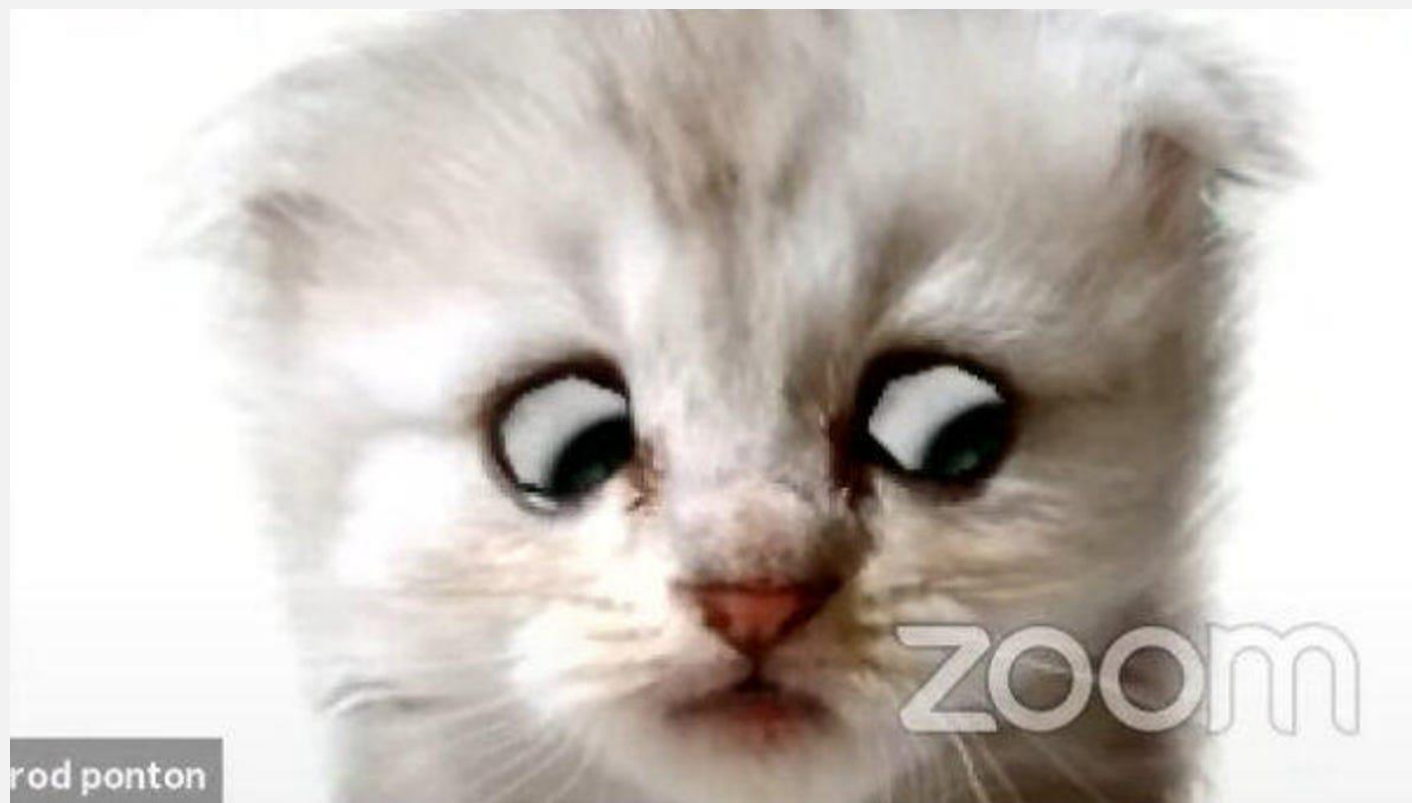
Hybrid teaming issues were resolved

Participants at home, in cars, in public places



DISTRACTIONS

TECH ISSUES





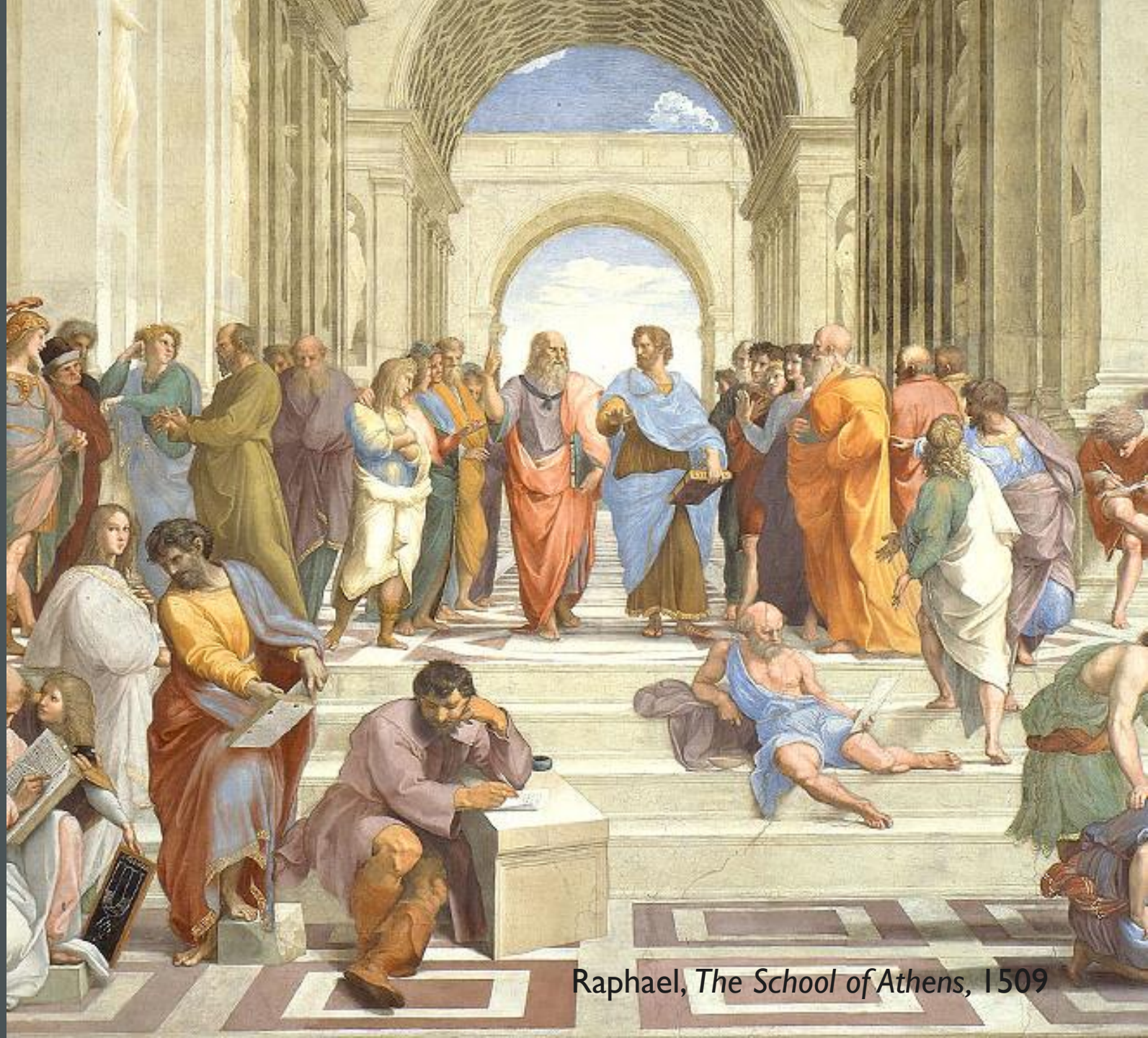
EXHAUSTION

MEETING ETIQUETTE



Botticelli: *Allegory of Spring*, ca. 1481

“POST”
PANDEMIC



Raphael, *The School of Athens*, 1509

I. TRUST

SUCCESS

Co-location

Sharing knowledge

Structured communication

SUCCESS +

Early face to face

Tech Matters

More facilitation

Authenticity

*I experience
the real you.*

Logic

TRUST

Empathy

*I believe
you care
about me
and my
success.*

s Frei



SUCCESS +

Redefine meetings

Rethink etiquette

2. SHARED VISION

SUCCESS

Manage expectations

Win themes as the vision

Guide the process



SUCCESS +

Remember work-life balance

3. INFLUENCE

SUCCESS

Transparency
Define roles
Accountability

TEAM BUILDING IN A VIRTUAL ENVIRONMENT

1. TRUST

STRUCTURE
TECH MATTERS
FACILITATION

2. SHARED VISION

WIN THEMES
REDEFINE MEETING
RETHINK ETIQUETTE

3. INFLUENCE

TRANSPARENCY
ACCOUNTABILITY
WORK-LIFE

DISCUSSION....

WHAT'S WORKING IN YOUR
ORGANIZATION?

THANK
YOU

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