

Dynamics of multi-disciplinary team building for translational research

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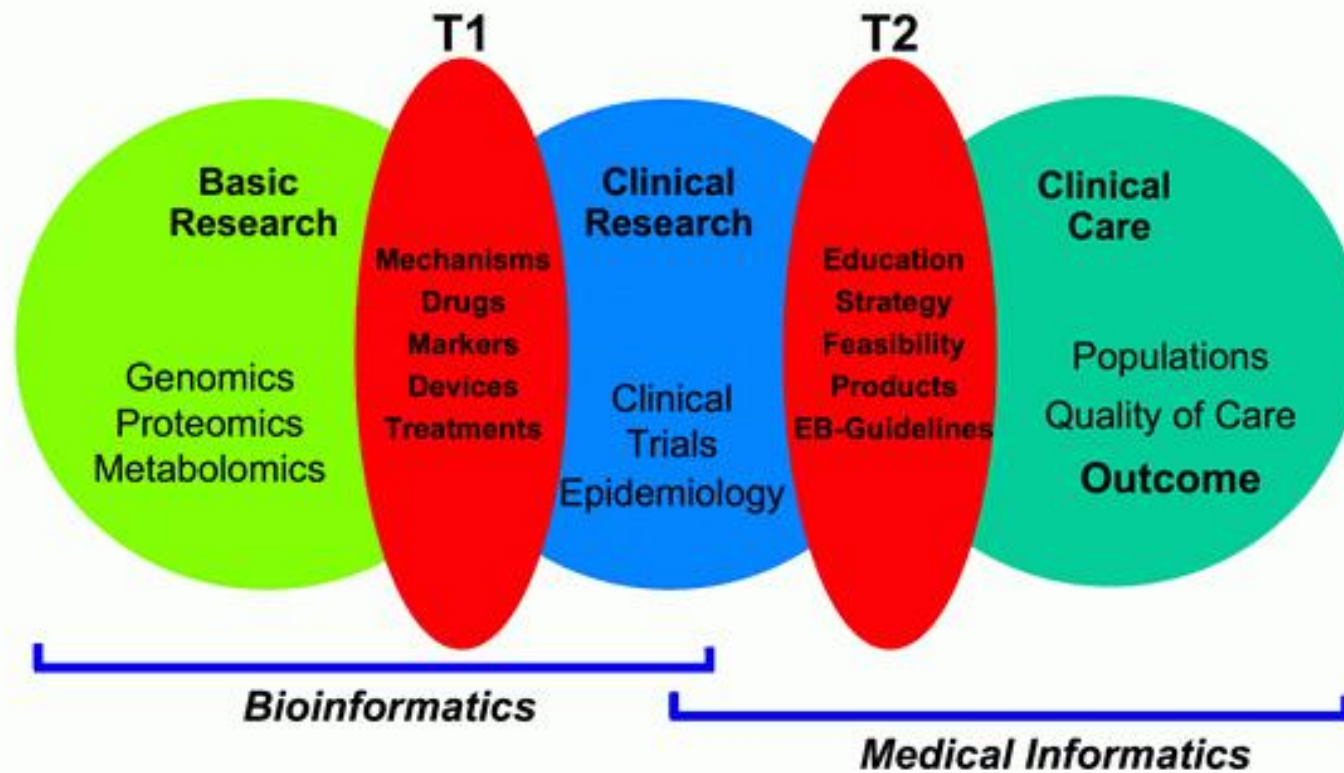
Translational research

- applies findings from basic science to enhance human health and well-being.
- practised in fields such as health, behavioral, and social sciences, as well as environmental and agricultural science.
- involves moving knowledge gained from the basic sciences to its application in clinical and community settings.

Typified in cancer therapy

- T1: developing treatments and interventions.
- T2: testing the efficacy and effectiveness of these treatments and interventions.
- T3: dissemination and implementation research for system-wide change.

Translational Research Model



Team

- A number of people with complementary skills who are committed to a common purpose, performance goals and approach for which they hold themselves mutually accountable.

- Katzenbach JR and Smith. 1993. The wisdom of teams: creating the high performance organization, Boston, Massachusetts: Harvard Business School press.

Gardener Metaphor

We are most effective in helping change when we work as gardeners; cultivating the soil, planting seeds, fertilizing the ground and helping the plant to grow.



Issues in multidisciplinary team working

- team formation and implementation
- leadership
- management
- training
- conflict management
- supervision
- accountability
- confidentiality
- team policies.

• Tobin, M. & Edwards, J. (2002) Are psychiatrists equipped for management in mental health services? *Australia and New Zealand Journal of Psychiatry*, 36, 4-8.

Team formation and implementation

- Team-building
- Service focus
- Organisational/management support
- Budgets and accountability
- Agreed operational procedures need to be developed and documented.
- Shared values
- Team development

Leadership

- Decision-making in teams
- Democracy
- Consensus
- Anarchy
- Leadership



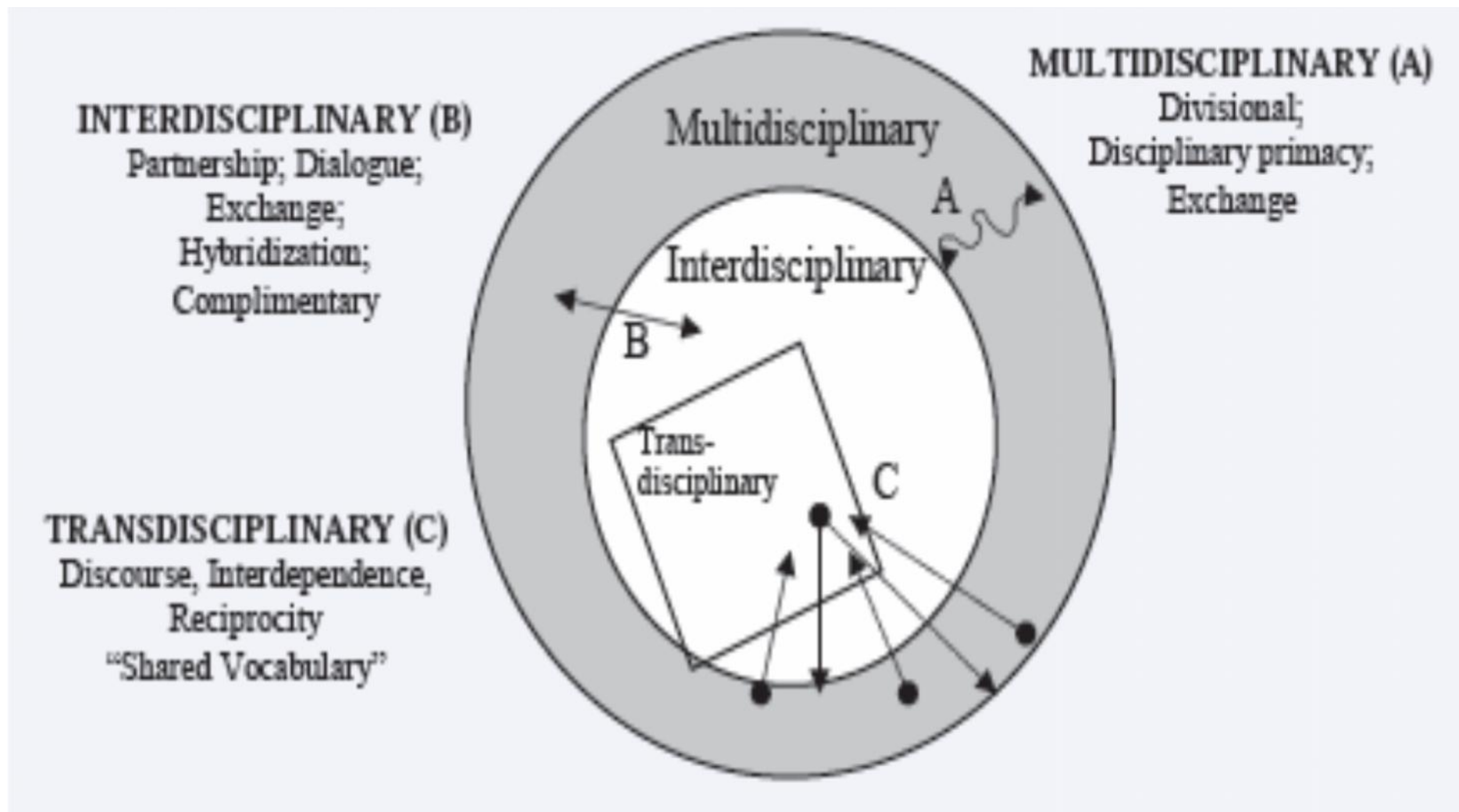
Management is the process of achieving organisational goals by the four major functions of:

- planning,
- organising,
- leading and
- controlling

Issues in multidisciplinary team working

- team formation and implementation
- leadership
- management
- **training**
- **conflict management**
- **supervision**
- **accountability**
- **confidentiality**
- **team policies.**

<i>Type</i>	<i>Definition</i>
Multidisciplinarity	The process whereby researchers from different disciplines work independently or sequentially, each from a discipline-specific perspective, to address a common problem.
Interdisciplinarity	The process whereby researchers from different academic disciplines work together to address a common problem, and yet continue to do so largely from their respective disciplinary perspectives.
Transdisciplinarity	The process whereby researchers from different disciplines work together to develop and use a shared conceptual framework that integrates discipline-specific concepts, theories, and methods to address a common problem.





Motivation is a paradigm shift

