

Building a Research Team: Leadership Skills and Personnel Management

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Agenda

- Why am I here?
- Team Composition
- Team Building
- Resources



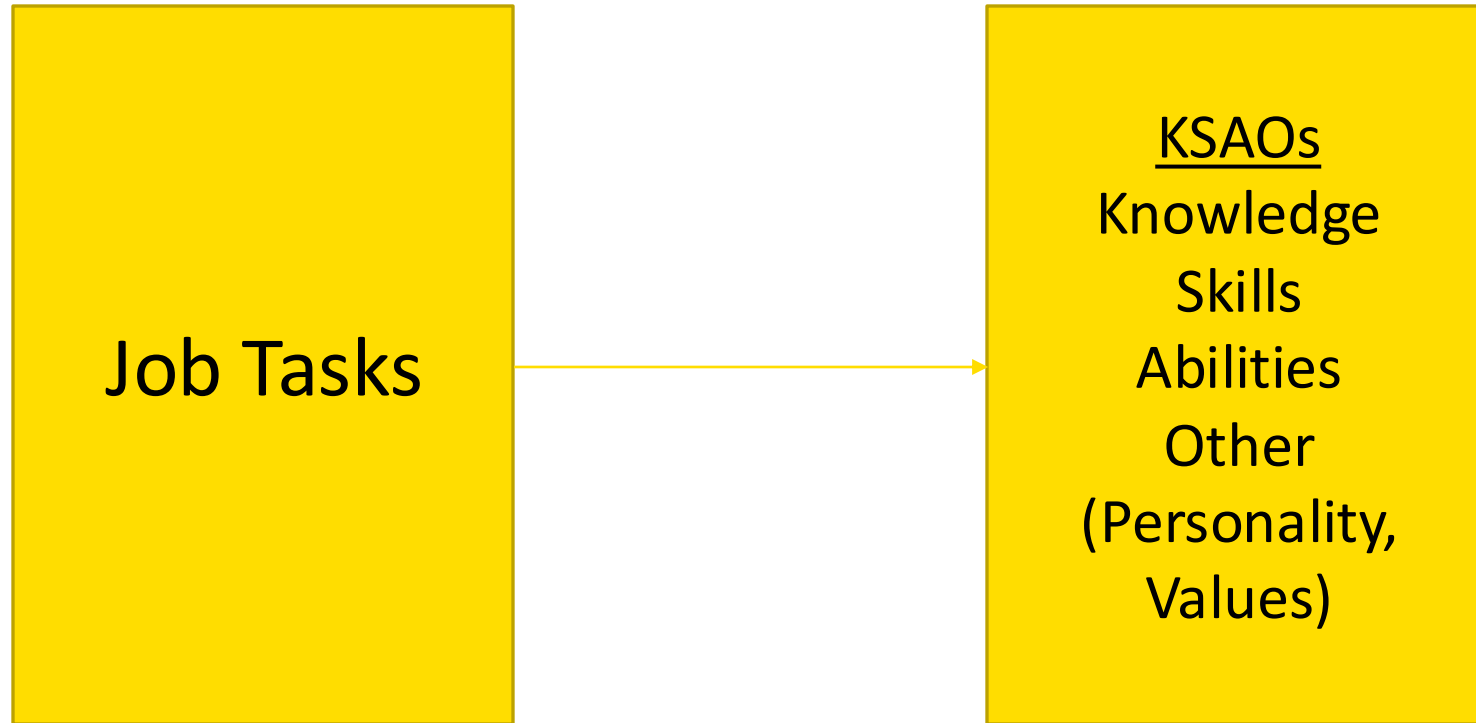
Why am I here?

- Maybe this stuff actually matters:
 - Leadership
 - Team Dynamics
 - Collaboration
 - Communication

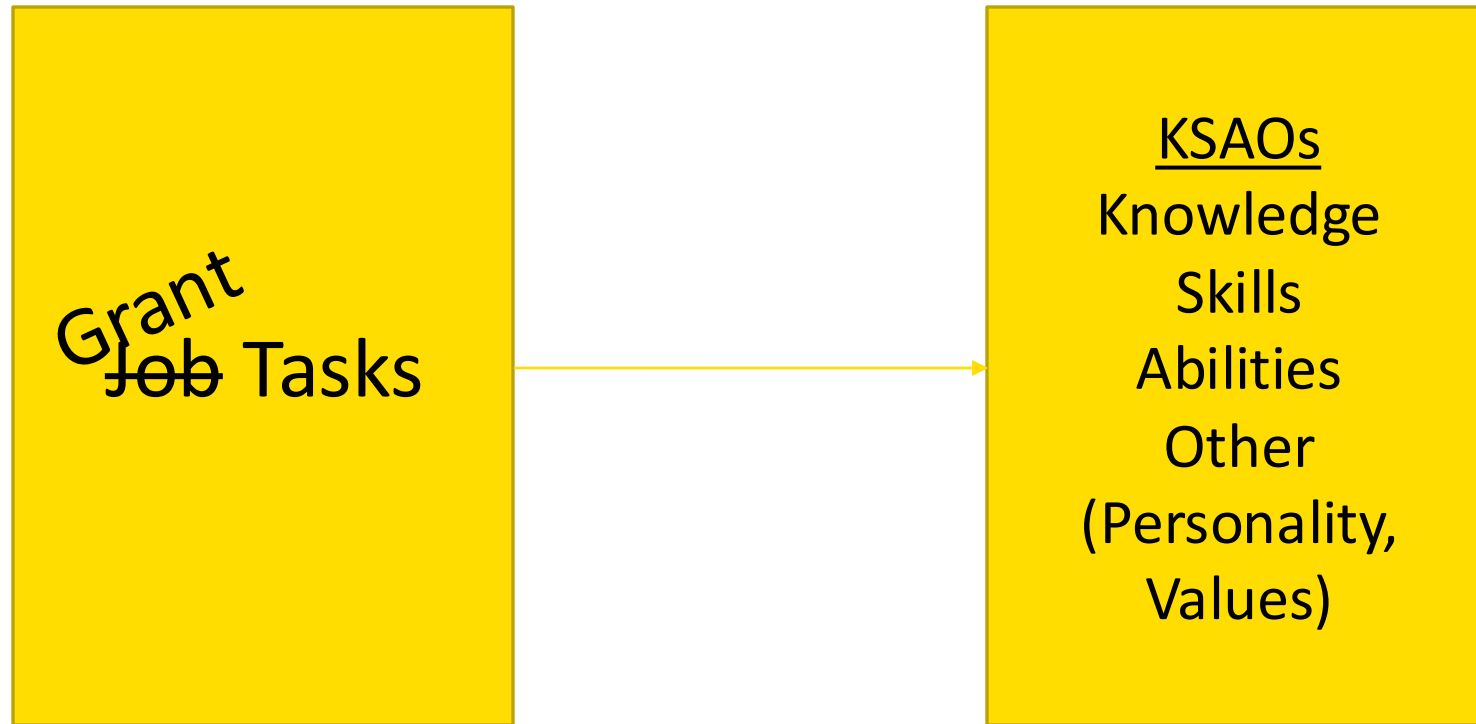
- Increasing requests for:
 - “Management Plan”
 - “Team Collaboration Plan”



Team Composition



Team Composition



Team Composition

	Lunar Geology					Remote Sensing/Data				Mapping			Analog Fieldwork			Team			
	Volcanism	Cratering	Regolith	Ice and CO2	Lunar Petrology	Topo Data	Image Data	Spectral Data	Other Data	Geologic Mapping	Tactical Mapping	Traverse Planning	Fieldwork	Sample Collection	Tool Selection	Code of Conduct Dev.	I.D.E.A.	Team Structures	Leadership/Management
Sarah A.				20										20	20				
Cecilia A.				20	20									20					
Gourab B.	5	0	0	0	5	10	15	1	0	20	15	20	20	20	0	5	5	5	1
Kelsey C.	10	5	1	1	1	15	15	1	5	20	10	10	20	5	5	5	5	1	5
Jeannette L.	10	10	10	5	5	10	10	5	10	20	15	15	20	20	10	10	10	15	20
Marie H.	20	5	5	1	5	10	15	20	10	10	15	15	15	10	8	5	5	12	5
Alex Huff	15	10	5	5	5	15	15	15	5	20	10	10	20	10	10	5	5	5	5
Kelsey P.	15	5	5	1	20	10	5	15	5	10	1	1	10	20	1	5	10	10	10
Jacob R.	20	5	1	1	1	18	15	3	15	16	15	13	20	10	9	19	10	15	15
Jim S.	12	12	8	8	8	18	18	10	10	20	15	18	18	12	8	15	15	15	20
Brad T.	15	20	20	10	12	18	18	16	16	19	10	16	18	16	15	10	12	18	17
Tom T.																20	20	20	20



Team Composition

	Engineering Mgmt	Creativity	Group Processes	Granting



Team Composition

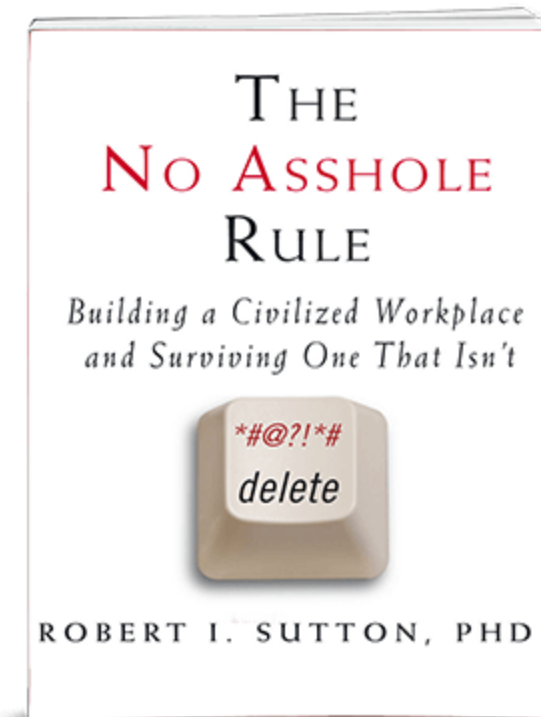
	Engineering Mgmt	Creativity	Group Processes	Granting
Person 1	1	0	0	10
Person 2	0	1	1	0
Person 3	0	5	8	0



Team Composition

“Other” (Personality/Values)

- Functional Diversity
- Conscientiousness
- Intelligence
- Values
- Finally...



Team Building

The screenshot shows the INSciTS website homepage. At the top left is the INSciTS logo, a stylized 'I' composed of purple, green, and blue shapes, followed by the text 'INSciTS Building the knowledge base for effective team science International Network for the Science of Team Science'. To the right is a 'Member Login' button with a lock icon and a search bar with the placeholder text 'Search our site...'. Below the header is a dark blue navigation menu with links for 'Home', 'About', 'Membership', 'Special Interest Groups', 'Past SciTS Conferences', and 'Contact Us'. The main content area features a large banner image of a building facade with the text: 'Science of Team Science 2025 Conference! We hope to see you in Silver Spring, MD, USA, July 28 - 30, 2025!'. Below the banner is a 'Quick Links' section with five purple buttons: 'Membership', 'Subscribe to the SciTS listserv', 'SciTS & Team Science Resources', 'INSciTS Board of Directors', and 'Latest News'. At the bottom left of the banner area is a promotional graphic for the '2025 SCIENCE OF TEAM SCIENCE CONFERENCE' held by the FDA at the White Oak Campus, dated July 28 - 30, 2025.



Team Building

TeamMAPPS

Team Methods to Advance Processes and Performance in Science

Science Team Competencies

- Psychological Safety
- Awareness and Exchange
- Self-Correction and Adaptation



Promoting Psychological Safety

Def: shared belief that the team is safe for interpersonal risk taking

Behavioral markers:

- Follow-up questions are asked when new ideas are shared
- New ideas and opinions are acknowledged explicitly or with rephrasing the idea
- New ideas and perspectives are not criticized or laughed at
- Errors and mistakes are openly discussed between team members without criticism
- Teammates recognize each other's skills and ask for help when needed
- Interpersonal conflict is minimized during group interactions



Facilitating Awareness & Exchange

Def: Becoming more aware of when the knowledge of your collaboration partners is different or similar from your own expertise and how your different knowledge can be applied to the team's joint work.

Behavioral markers:

- Ask open-ended questions to seek the insights of others.
- Voice original ideas drawing on their unique perspectives.
- Try to get clarification when they don't understand one another.
- Build on the ideas and perspectives of others.
- Learn about who knows what.



Self-Correction and Adaptation

Def: The capability of team members to monitor and discuss team processes and outcomes reflect and analyze to diagnose causes of failure to meet team goals, and create change and development plans to take corrective action.

Behavioral markers:

- Team members adjust tasking to accommodate each other's needs
- Teams discuss performance episodes upon completion
- Incidents are documented, reviewed, and discussed by all team members
- The team gives and receives feedback
- Teams discuss strengths, weaknesses, goals, and planned changes are discussed as a team
- Changes in routine are approached with an open mind and completed as necessary



Resources

TeamMAPPS

- <https://teammapps.utmb.edu/>

International Network for the Science of Team Science

- www.inscits.org

