

Participant Feedback from NonZeroSum Pilot Sessions

JMU Pilot, January 25th 2011

In what ways has this session made you think about how you approach collaboration?

Team 1

My role in team dynamics – how my approach affects the effectiveness of a collaboration.

Skills improvement on teamwork.

Do things that I would know best.

Gain knowledge from communicating [with] others.

The tasks where they needed a group to overcome the problem or issue helped in knowing each other “by force” of the task.

How(?) and how we partner with through LJMU (internal and external).

Team 2

Communicate with others

Identify the skills

In more positive way and the course reflected its importance to me.

The more you collaborate with your team the better it will work

Sharing individual ideas

Group discussion

Time management

Team management

All above these are very important/helpful doing the research in group and in a team

List at least three things that you thought were good about the session.

Team 1

Networking.

Focus on collaboration – time out to reflect on collaboration skills.

Practical sessions.

Advice to other members on particular field.

Hard work in some activities.

The tasks took me out of my pure engineering world.

I could find out more about my previous friends and found two new ones.

It helped me to know I can well work in groups for things out of engineering and family.

Feedback through the X-Y plot.
Task setting and level.
Group size.

Team 2

Found a ways to communicate
Sequence of the session
Training increase the collaboration

Apply teamworking
Chance to discuss with others and mutual understanding
Knowing and realising the meaning of collaboration

Group works
Practicality
Scores (shows the development of your skills)

Teamwork
Sharing idea
Time management

Is there anything about the session that could be changed to make it better? How?

Team 1

More “researcher” focussed – more relevant examples etc.
More examples of good collaboration practice.

References would be effective if its provided from academic books.
Involving others by giving an idea on what would they face in such sessions.

As you said, you were running this for the first time; the presentation parts had some disconnections. This can be enhanced by practising and reviewing the session in mind.
The tasks I wish were more clear as it took me some time to get the point.

Slight increase in task pace (sticking to time limits).

Team 2

Increase time
Make the session more specific, the groups from the same schools

Yes; if you allocate time for video films reflect the meaning of collaboration

Lecture notes, to have a memory on this session after some time

Involving some more people
Prize winning among the group

Any other comments?

Team 1

Good session.

More learning drawn out of exercises – 'how could it be related to your research' type discussions.

Enhance the objectives of the session by emphasising the key role of most important aspects.

Enjoyable afternoon. Good to learn in a different environment and style. (as an ex-teacher, check out a few of the PHSE resources as they may be of aid at different levels). Good luck for the full develop course.

Team 2

Thanks, and hope to make this session more wider and accommodate more people and periodically hold [it]

Good job!

Manchester EPS, February 1st 2011

In what ways has this session made you think about how you approach collaboration?

Team 1

More positive

Have more of an idea of things to bear in mind when collaborating

Value contribution of others & their self-interest in collaboration

Managing time

Positive and negative aspects of the collaboration; learning how to sort out the negatives.

Other peoples opinions on collaboration.

The importance of organisation.

Good to define a mutual goal and keep everyone aware of their part in the project.

Everyone mentioning social skills drove home its importance.

Team 2

Be shareable person.

Discussion more

Organise my time and thoughts

Understanding of better planning

It was increased the level of preparedness required.

Through multitasking and limited time and resources, under stressful situation time

management and organisation become more important.

Made me realise that I tend to automatically take control in situations.
Think I need to be slightly less bossy!

Communication with the group members
[Splitting] the task properly

List at least three things that you thought were good about the session.

Team 1

Collaboration exercises.
Reflecting on what skills the exercises involved.
Reflecting on “real world” collaboration.

Quickly changing tasks – not boring!
Collaboration and competition
No scientific stuff – mostly general knowledge and skills required (transferable)

We learn what difficulties you can find working in collaboration.
Improving communication skill
Organising work

Idea of what collaboration involves
Working within your own team and between teams to achieve a goal
It was in a relaxed atmosphere

The tasks were well varied and encouraged a division of labour.
The allowance of lateral thinking was fun (e.g., using paper from shapes for questions in task 8)
Friendly presentation put us at ease.

Team 2

Cooperation
Knowing new people
Fun and happy

Outstanding communication skills by the course coordinator
Teamworking by group
Networking

Was fun, involved teamwork, time management skills.

Brainstorming
Communication
Multitasking

Got to work with people that I wouldn't usually
Range of activities that were stimulating in different ways

Really good fun

Improving cooperation
Communication
Time management

Is there anything about the session that could be changed to make it better? How?

Team 1

Top tips for successful collaboration?
Things to avoid when collaborating?
Handouts?

It would be nice to introduce some kind of a learning curve – a thread that gels through tasks. Sorry it is already there and I haven't noticed.

I liked it in general everything. Maybe a bit more time for exercises.

Discussion on how to avoid conflicts in collaboration and how to have or try to have successful collaborations.
Maybe some handouts to takeaway and read.

The tables have badly placed legs and are slightly too close together.

Team 2

More exercises
More time
Two groups work together in one exercise not against

I can't think of any. The program seems to be well put together.

Similar to the 3rd round, if there were more inter teamwork it would have been better.

A bit more time for team members to communicate so we can get to know each other better.

Perhaps make it a full day workshop, involve group changes so that you can experience working with a wider range of people. Perhaps split people into leaders of followers, see how they interact when it's like for like.

Any other comments?

Team 1 (nothing from Team 1!)

Team 2

Thank you was really good session

Manchester HUMS, February 21st 2011

In what ways has this session made you think about how you approach collaboration?

Team 1

It has uncovered the aspects that are otherwise undermined (?) like how to handle groupwork and how to improve collaboration.

The team made collaboration easy. From the results it seems the collaboration was good and felt productive.

Team 2

With working with other people.

Presenting ideas.

List at least three things that you thought were good about the session.

Team 1

Importance of the teamwork was highlighted.
Interesting activities that made me think deeply about collaboration.
Meeting new people.

Interesting tasks – creative.
Out of the box thinking.
Collaborating with other people from different fields.

Team 2

Team working.
Using deadline for each task.
Improving my confidence.

Interaction and roleplay with other people.
Hearing other people's ideas.
Presenting a problem and hearing other people's thoughts.

Is there anything about the session that could be changed to make it better? How?

Team 1

Have a deeper introduction.

An introduction sheet was given with instruction while the instructions were given verbally. Didn't know to listen or to read at the time, otherwise great!

Team 2

Yes, using more groups: for example, 4 groups it can be more competitive and interesting,

specially about the results.

In an ideal world, people have got something to lose and win. Perhaps if the tasks were competitive might have been better.

Ask the group to appoint a leader and that will be based on his/her credentials.

Any other comments?

Team 1

It was good to be a part of the workshop.

Interesting workshop. Not what expected, but fully enjoyed it. An interesting/dynamic session to start the week.

Team 2

Thank you very much, your presentation was excellent. But if it was more than 2 hours, for instance from 1pm to 5pm was better, I mean doing more team working.

Bristol, March 23rd 2011

In what ways has this session made you think about how you approach collaboration?

Team 1

It made me reflect and develop strategies, approaches to improve my collaboration, stay calm and keep a sense of humour.

Shared difficulties and suggestions for overcoming them – good to hear similar problems from other disciplines that everyone's experiencing. Reconsidered ideas of teamwork – defining roles and setting up tasks is a part of teamwork.

Team 2

If it focus on academic collaboration it would be more helpful. Just focus on academic stuff/staff(?). How to collaborate in academic environment.

Understanding the {objective, background, progress} of collaboration.

Importance of clear communication, a solid decision making framework and appreciation of others skills/contributions.

Drawn out for me that we usually start with knowledge or at least ideas of partners roles and experience, but not their interpersonal skills.

From a research perspective, I'm not sure it has. Whilst the session was very well run and interesting, I don't think there was something for me to take out of it and apply directly to collaboration.

List at least three things that you thought were good about the session.

Team 1

Interactiveness.

Learning by doing.

Reflection break at the end of each round.

Summary session at the end of the session.

Feedback questions are really good/clear.

Final discussion about what's hard about collaboration and how to solve it.

Some of the teamworking tasks – cards/chicken.

Team 2

It offers real chances to practice collaboration by doing.

To practice collaboration by games, it is interesting.

Exercise.

Collaborate with people.

Know difference ideas.

Interactive.

Good feedback and decision [maybe mean discussion?] of key points.

Encouraged teamwork.

Nathan's style – very engaging.

Timekeeping was excellent.

Scissors and paper – the variety of material.

Emphasis on learning through doing.

The tasks built on each other and reinforced.

(albeit brief) discussion at the end on different mindsets.

Is there anything about the session that could be changed to make it better? How?

Team 1

Break after second or third round of games/tasks for 10-15 minutes; groups can mix, talk about course and backgrounds etc.

Work in a larger group → what is different to a small group? How important is leadership?

Review of tasks?

I would have expected more guidelines and ideas for strategies how to collaborate with researchers from different backgrounds and from different universities. I would have liked the emphasis more on the last 30 minutes than on the games.

Address huge egos in academia; how egos can obstruct collaboration.

Highlight differences between teamwork and collaboration.

Much more focus on discussion about collaboration – experiences – sharing ideas and things learned, rather than on extended teamworking session. Maybe 1 round with 3 tasks, then rest to think about practical improvements and considerations for our future research projects.

Team 2

I think, because the session is open to postgraduates, so it should focus on academic collaboration. For instance, how to work well with supervisors, how to make a cooperator with potential people.

Yes. Make things about how to start collaboration, how to manage collaboration.

More time to introduce each other.

More discussion, reflection, application to real life contexts.

Case studies of successful/not successful teams.

Would be good to have a discussion about different ways of leading within collaborative settings.

Some references for further reading.

A greater emphasis on the practicalities of research collaboration – e.g., discussion of real life case studies of where things worked well/badly etc. Different ways of collaborating.

Any other comments?

Team 1

I would have liked some limits, how to find, judge and approach future possible collaborators → what could be useful/beneficial for me and them?

Tasks in real life might not be as clearly formulated as in the course → how to face this?

How to keep collaboration running over longer time?

Ways to communicate more efficiently.

My problem is more about how to approach people with knowledge I don't have myself and strategies I can make myself interesting and beneficial to collaborate with. At a later stage I need to know how to negotiate, how to maintain these collaborations. For me, as a continental European, it would also be interesting to know more about differences between countries (this would be a bonus).

A 5-10 minutes break would be nice.

The feedback diagrams were unclear because they had negative [unclear word], easier to rate on [drawing of a standard positive quadrant axis]

Laminated cards hard to read in fluorescent light (shiny!)

Hard to rate tasks if work split so didn't directly experience some of them.

Team 2

More resources, like website, book, available to help.

Interesting approach to use games to 'model' collaboration, which in the real world happens in more complex contexts. Its useful way to start conversations which explore collaboration further.

Whilst fun, I'm not convinced that 15 minute tasks are a good model for research collaboration which is often far slower.

Bangor, March 25th 2011

In what ways has this session made you think about how you approach collaboration?

Team 1

Constructively. Objectively.

Team 2

It made me think about the need of being assertive, open, conscious about my limited set of skills and how these need to complement other peoples skills.

It made me think about the important aspects, well summarised in the end; communication especially.

List at least three things that you thought were good about the session.

Team 1

Introduction.

Participants.

The sequence of activities in the program.

Team 2

Interactivity.

Easy to follow.

Activities were very engaging.

Not too long.

Get important messages across, e.g., good summary.

Enjoyable activities.

Is there anything about the session that could be changed to make it better? How?

Team 1

Much time is spent on the activity.

Clarity in terms of assigned task.

Team 2

I think the activity would benefit from being longer (1 day, for example, instead of 2 hours).

Any other comments?

Team 1

Much time need to be allocated to the exercise.

Clarity in assigned task.

Team 2

A clear description of the outcomes to know what to expect. I feel like the session might have been teamwork more than collaboration. That's because to me collaboration means outside of institutions, international etc. Why do you care about collaboration? Do you have experience? → Just puts it into context for me.

[Note from Nathan: I'm not sure if in that last piece those questions are being asked of me, or if they are being put forward as things that need to be considered by participants or as provocations]

Observer Feedback from NonZeroSum Pilot Sessions

Were there any points where a significant number of participants did not seem engaged by the material?

JMU: Not really. Only in first round when initially all of the group focussed on one activity but quickly realised they could not all make a contribution.

Manchester EPS: No!

Manchester HUMS RS 1: Not at all – except the chap who came in very late.

Manchester HUMS RS 2: No, the session was engaging and delivered at a good pace.

Bristol 1: Not at all, think 15 per round spot on. Would be interesting to know how Arts and Humanities pgrs react to “Maths” questions.

Bristol 2: No. Only one student (in group of 5) not particularly engaged. I don't think that this was a result of the materials used.

Bangor 1: They all seemed very engaged!

Bangor 2: No – none at all.

List at least three things that you thought were good about the session.

JMU: The constraints actually made it fun.
Variety of exercises and resources.
Mix of people who didn't know each other.

Manchester EPS: The complexity of the tasks. More work than seemed possible to complete = challenging.
The drawing out of debriefing so that participants were verbalising their own learning.
The “interesting/challenging” graphs.

Manchester HUMS RS 1: Great fun; varied activities; good for team building.

Manchester HUMS RS 2: The interactivity, particularly the games. The clear explanation of how the session worked. The choice of games was appropriate. Allowing reflection straight after each round.

Bristol 1: [unclear word] tasks – easy to run for facilitator
Discuss at end – could lead into another session.

Bristol 2: All of the activities.
Pace => required all students to stay engaged.
Debrief at the end – swapping flipcharts.

Bangor 1: Timing (lots of interesting things to do in a short time).
Making learning 'engaging'.
Leader was relaxed and confident – created a comfortable atmosphere.

Bangor 2: Everyone contributed.
Everyone was equal (i.e., no nationality/discipline issues).
Clear/simple instructions/tasks.

Is there anything about the session that could be changed to make it better? How?

JMU: Maybe allow more people to sign up to ensure have minimum numbers.

Manchester EPS: (before end) Is there a reason for delaying more detailed debrief between rounds? It seemed people wanted to talk more? (after end) Final debrief: was better to wait so that different experiences of different rounds could be compiled.

Manchester HUMS RS 1: Just needed a little more to focus on applying it all to academic research projects – maybe gather peoples experiences at the beginning – successful/unsuccessful projects.

Manchester HUMS RS 2: Perhaps a little more at the start on some of the key aspects of collaboration and how they linked to games (as they did). Again perhaps a little more at end to allow participants to think what they would take from the session as individuals – what is their action?

Bristol 1: Discussion could include examples they have [words unclear] what works/what not. Examples of good collaborations to give out at end.

Bristol 2: What were the students expecting? Maybe ask this at the beginning.
10 min break between round 2 and 3.
Possibly a couple of minutes for students to introduce themselves before round 1.

Bangor 1: It was interesting to observe – maybe 1 person from each group could observe the group and give feedback on how they worked under pressure.

Bangor 2: Perhaps an opportunity to apply to self/research environment? (in addition, not throughout)
Maybe some follow-ups – examples of effective collaborations or collaboration disasters?

Any other comments?

JMU: Had 12 people been present the dynamics might have changed, e.g., pairs for each activity.
Good reminder that it's about collaboration not winning, although an element of competition was definitely a motivating factor.

Manchester EPS: More discussion of how to apply in PhD? Problem of lone-working and

lack of collaboration opportunities may seem insurmountable. How to be pro-active to develop more collaboration?

Manchester HUMS RS 1: Really enjoyed it.

Manchester HUMS RS 2: The session was held in a very credible way and held the attention of the group.

Bristol 1: Like distinction between collaboration and teamwork – would be worth including in materials – might be good introducing first. 20 Questions – maybe have pictures to go with names – international PGRs may not know people.

Bristol 2: Thanks for coming to Bristol and letting us take part in the pilot!

Bangor 1: I really enjoyed! Very interesting and effective workshop. Thanks!

Bangor 2: The afternoon flew!
Good atmosphere, tasks pitched right, well delivered.
Maybe more comments once I've digested!

Selected Outputs from the Pilot Sessions

JMU Team One: Team 1	JMU Team Two: Sustainable
Coming together Organisation Learning from each other Liaison Action Bonding Order Rapport Adjust Talking Interaction Overarching vision Negotiation	Cooperation Organisation Listening Learning Application Believe Optimisation Relevant Appropriate Teamwork Inclusive Optimal Non-judgemental
<i>Why did the chicken cross the road?</i> 1 Was there actually a road 2 The subway was closed 3 To see his flatmate 4 He didn't want to drive 5 His car was in the garage 6 He was hungry 7 To go to the shop 8 Test the traffic lights 9 In protest: no more green man for green chicken 10 To get to the other side 11 To see the pretty lady chicken 12 It was stuck to the chewing gum 13 For a better view 14 To get to school 15 To get to work 16 To get out of the wind 17 To get out of the sun 18 To get out of the rain	<i>Why did the chicken cross the road?</i> 1 To gather with others 2 To drink from small river over the road 3 Go home 4 This side is very dangerous 5 The restaurant is on the other side 6 There is a big farm on the other side 7 There is an umbrella on the other side 8 They should do that "lifestyle" 9 The leader said cross the road 10 No food on this side 11 Chicken lover on the other side

What has today been about?

Fun
 To make collaboration skills clear and practical
 "1 + 1 = 11"
 Interesting → see development
 To enhance skills
 Confidence in your ability to work with others

Teamworking
 Intellectuality
 Discovering motivations
 Explore the skills others → learn from others
 "10 heads are better than one"

Manchester EPS Team One: MADAS	Manchester EPS Team Two: Code Blue
Cooperate Optimise Liaise Listen Attention Bargaining Openness Reasoning Assertive Time Ideas Organise Novelty	Conversation Organisation Learning Leadership Adjusting Brainstorming On-going Rationalising Advent Teamwork Insight Open-mindedness Negotiation
<i>Why did the chicken cross the road?</i> 1 Because he saw some food 2 Because he was being chased 3 It forgot an egg over there 4 Because he wanted to 5 Because he was running away from the restaurant kitchen 6 Cos the mother chicken was calling it 7 To get away from the farmer 8 To get to his girlfriend 9 It had enough of life 10 To get to the other side 11 There was a big scary imaginary monster chasing it 12 To tempt fate 13 To live the cliché 14 Cos it was running late for chick academy 15 It loved adventure sports 16 To make this joke possible 17 To go to Nandos 18 It got lost cos it couldn't find the glasses 19 To go home 20 To make a burger	<i>Why did the chicken cross the road?</i> 1 Someone was chasing him 2 He was trying to get to his chicken friends on the other side 3 There was food on the other side 4 Because the light was green 5 To reach eternal enlightenment 6 Out of pure curiosity 7 For exercise 8 Ran away from the oven

What has today been about?

Cooperation in a group
 Fun
 "Healthy competition"
 Working with limited resources → time
 Prioritising
 Being happy and laughing
 Highlighting individual skillsets

Networking
 Multitasking
 Teamworking
 Asking for help (from team)
 Cooperating in a team is distressing
 Sharing

Manchester HUMS Team One: Manchester Dream Team	Manchester HUMS Team Two: Team Wooley Hat
Collegiality Openness Leadership Loyalty Availability Bargaining Organisation Relevant Achievable Teamwork Individualism Opportunity Negotiation	Confidence Orderly Leadership Lively Ambition Beneficial Organising Reliability Acceleration Team Interesting Operational Novel
<p><i>Why did the chicken cross the road?</i></p> 1 Because the chicken's life depended on it and there was a dog chasing the chicken 2 Chicken was carried by the lady in the bag, who lives on the other side of the road. Tch tch. 3 The chicken's mum, Mrs Hen(ry) wants to take the chicken for a hair cut and the barber's shop is on the other side of the road 4 Chicken was terrified and was running blindly and hence crossed the road 5 Chicken was beautiful and wanted to go for a beauty competition 6 Chicken wanted to test her road-crossing skills 7 Chicken was told to do so by her father 8 To get to the shop 9 To be eaten by a fox	<p><i>Why did the chicken cross the road?</i></p> 1 To see its friend 2 To eat some chicken food 3 To play in the park 4 To go to the disco 5 To escape from a fox 6 To have a drink of water 7 To go skiing 8 To be with the other chickens 9 As the grass was greener on the other side

What has today been about?

Learning about yourself and how you work with others

Task allocation → better as time went on

Time pressure

Deadlines

Teamworking

“Depends on what team you have”

No-one tried to take over

Competing but still collaborating

Balance between individual and group

Bristol Team One: Mixed Pickles	Bristol Team Two: 4 + 1
Commitment/contribution/coordination Organisation L (guide)lines Labour division A (task) assignment Background Open mindedness/openness Rationality Allocation Teamwork Innovation Optimisation Negotiation	Consultation Listening Leadership Vital Energy Recursive
<p><i>Why did the chicken cross the road?</i></p> <ol style="list-style-type: none"> 1 Because it was going to the cinema 2 Because the other side was more interesting 3 Because it had no other idea what to do with their time 4 Because there was a dog annoying it 5 Because it wanted to visit the ducks 6 To give us a task to solve 7 Because the lazy bears did not do it 8 Because the stupid humans build roads everywhere 9 Because the other side promised better grains 10 Because it was too lazy to fly 11 Because there was no car coming 12 Because it did not fly to Mars 13 Because it was chased by an elephant 14 Because roads are an interesting place to be 15 To get to the other side 16 To lay eggs 17 To run away from scary foxes 18 To escape the farm 19 To eat things 20 It enjoyed running 21 Needed to lose weight 22 Liked car lights 23 It wanted to play cards 24 It was late and had no time to walk down to the traffic light 25 The sun was shining on the other side 	<p><i>Why did the chicken cross the road?</i></p> <ol style="list-style-type: none"> 1 For exercise 2 For bird food 3 For a female 4 Learn to swim in the pool on the other side 5 Daredevil 6 To get to the other side 7 Run away from a hungry farmer 8 Get scared 9 To study over road like people study (overseas)

What has today been about?

Learning how to collaborate effectively (with strangers)

Feedback

Leadership

Learning by doing

Short-term

Clear assignment is needed

Could be unclear/chaotic at start → good, gets better

Collaboration (unassigned at start; chaotic) versus Teamwork (roles; plan)

Collaboration needs to be maintained

Bangor Team One: Oh Dear!	Bangor Team Two: Hunewicha Team
Challenge Organisation Lawful Legal Able Brave Operational Real Achievable Talent Initiative Original Neutral	Contributive Organised Logical Loyalty Acceptance Bonding Open Rewarding Arguments Team-spirit Interactive Options Negotiate
<i>Why did the chicken cross the road?</i> 1 To get to the free range side 2 To move away from the cage 3 For more space in the barn 4 To get to the other side 5 To live with other chickens 6 The foxes were out in force after the fox hunt ban 7 To find out if the egg came first 8 Because he enjoyed the crack 9 To live with happy chickens 10 To live and have happy eggs for the happy egg company 11 To get fit 12 To complete some collaborative research 13 To go to the workshop on collaboration 14 To watch chicken run 15 To support chicken out campaign	<i>Why did the chicken cross the road?</i> 1 To get to his other chicken friends 2 To get to the corn field 3 To see if the chicks are okay 4 Because the pedestrian traffic light was green 5 Because he can! 6 Because his mum told him not to 7 Because he wanted to play with his friends on the other side 8 Because he wanted to hitchhike and he was on the wrong side of the road 9 To get to the favourite food across the road 10 Because he was on his way somewhere 11 To get to the bus stop

What has today been about?

Working with other people
 Networking
 Getting things done
 Strategy
 Teamwork → and individual work
 Organising
 Time constraints
 Communication
 Establishing connection
 Synergy
 Feedback
 “We acted”