

WHY CAN'T WE BE FRIENDS?

PRE-AWARD TEAMWORK
BETWEEN UNIT AND
CENTRAL OFFICES



THERESA COUCH

DIRECTOR, RESEARCH OPS

Human Medicine/Health Sciences
Michigan State University

LEARNING OBJECTIVES

Identify pre-award roles and responsibilities of both a unit and central support office.

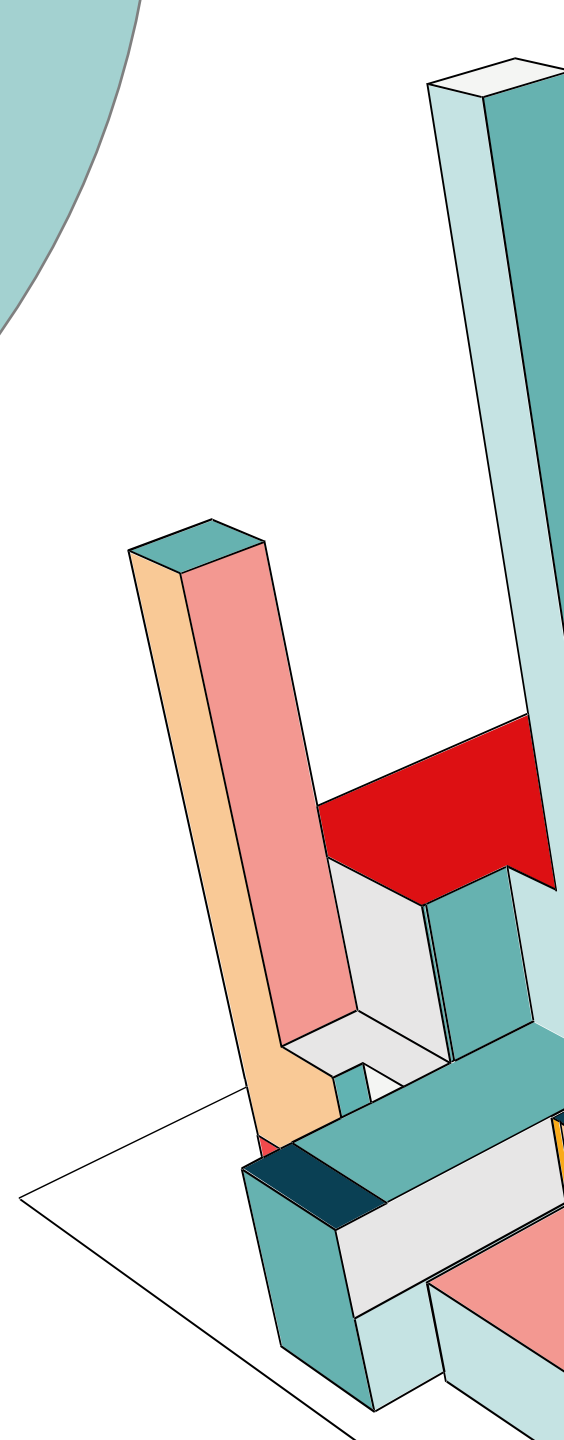
Identify best practices for collaboration between unit and central administrators.

AGENDA

- ROLES
- TRUST
- COMMUNICATION
- CONFLICT



ROLES





TASKS & NORMS



Established



Emergent



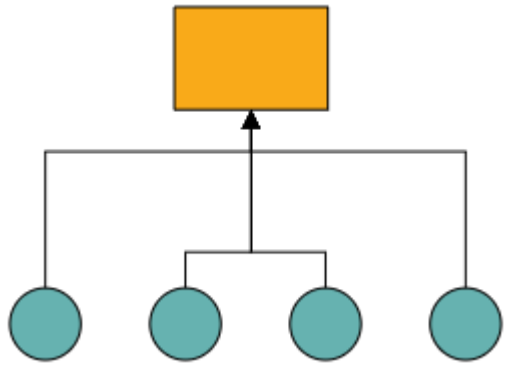
Pivotal



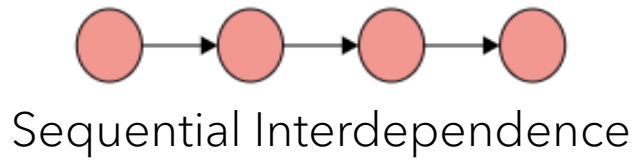
Peripheral



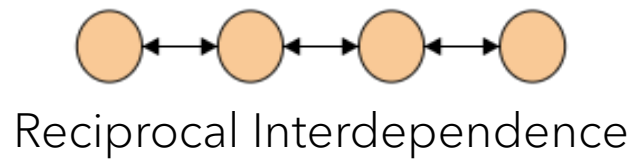
INTERDEPENDENCIES



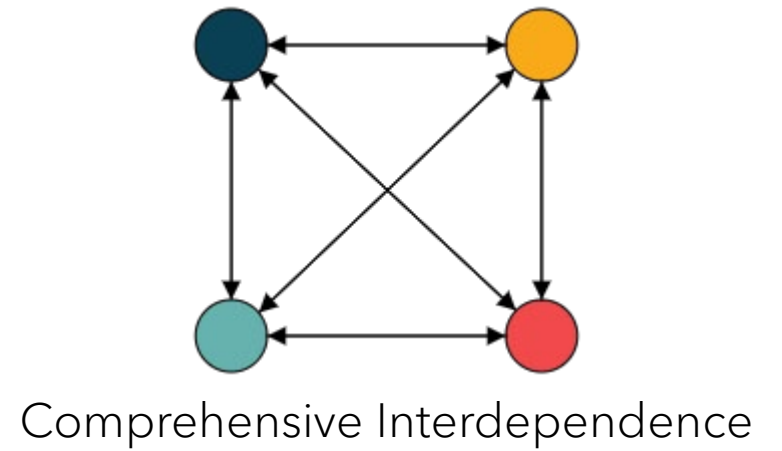
Pooled Interdependence



Sequential Interdependence

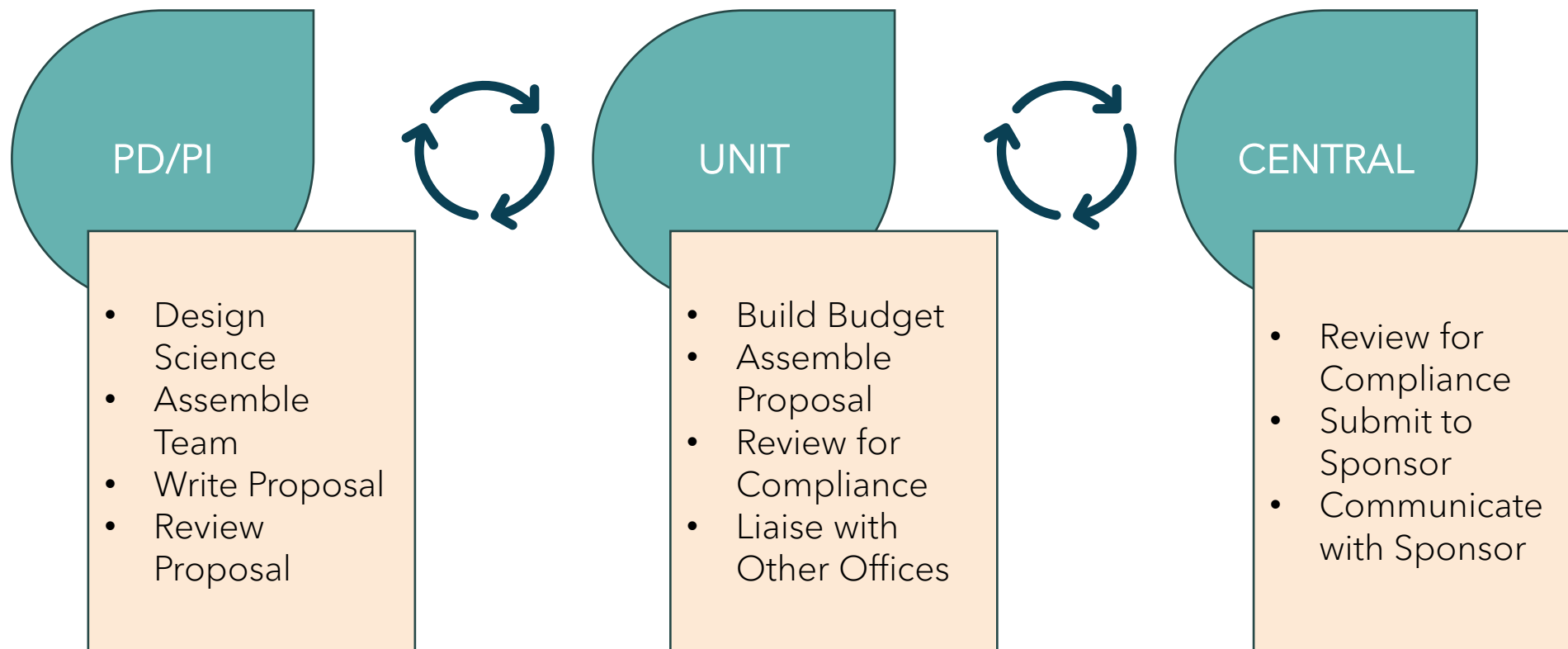


Reciprocal Interdependence



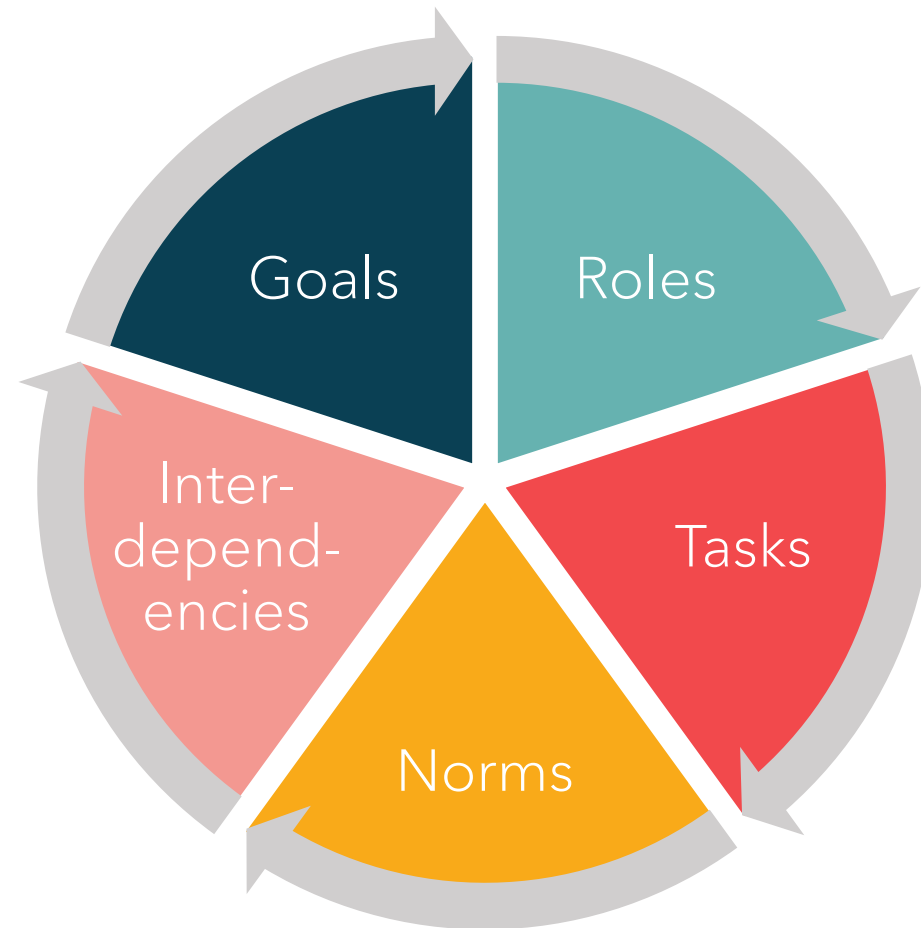
Comprehensive Interdependence

ROLES IN ACTION

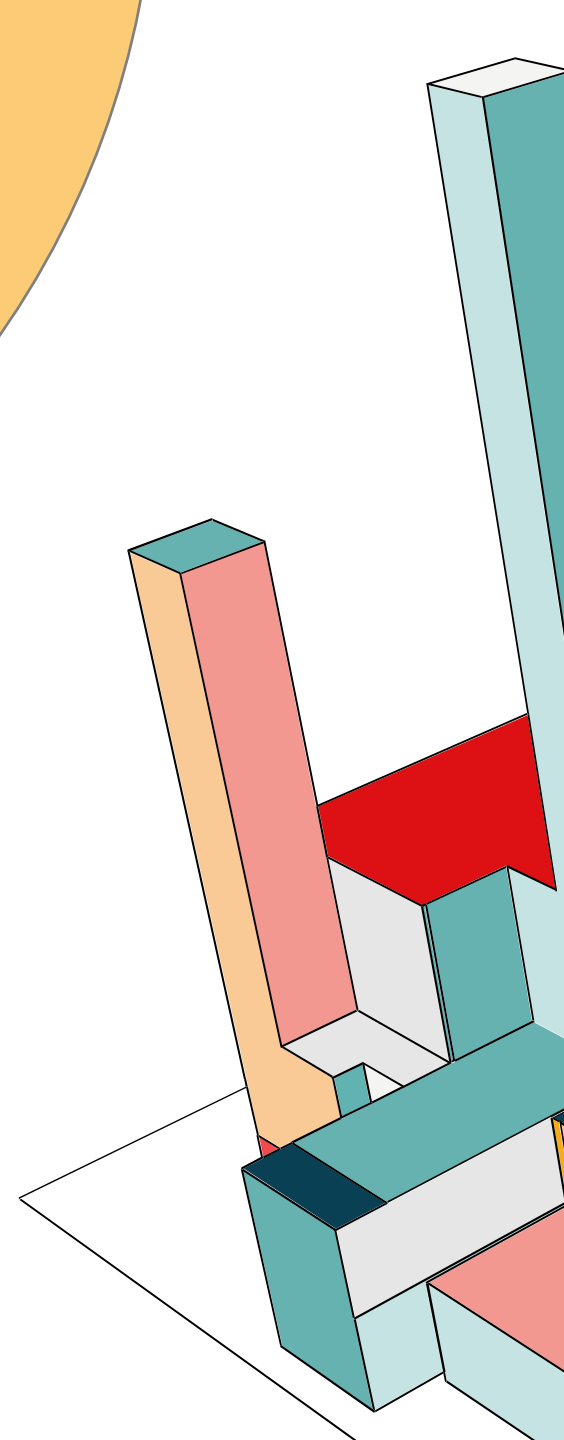


YOUR ROLE

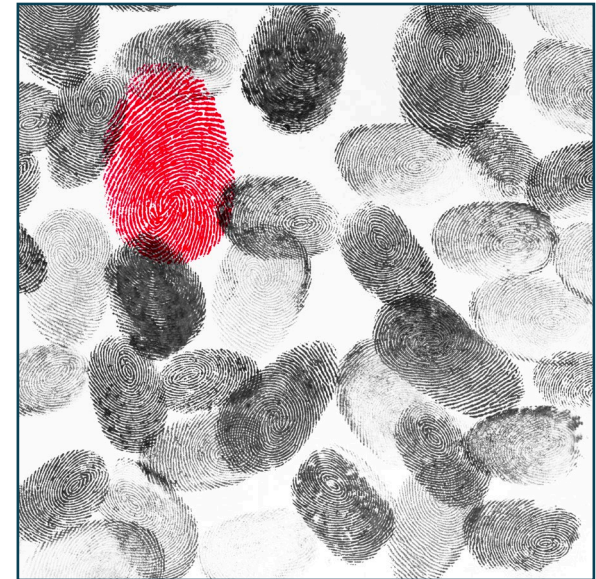
What can I do tomorrow?



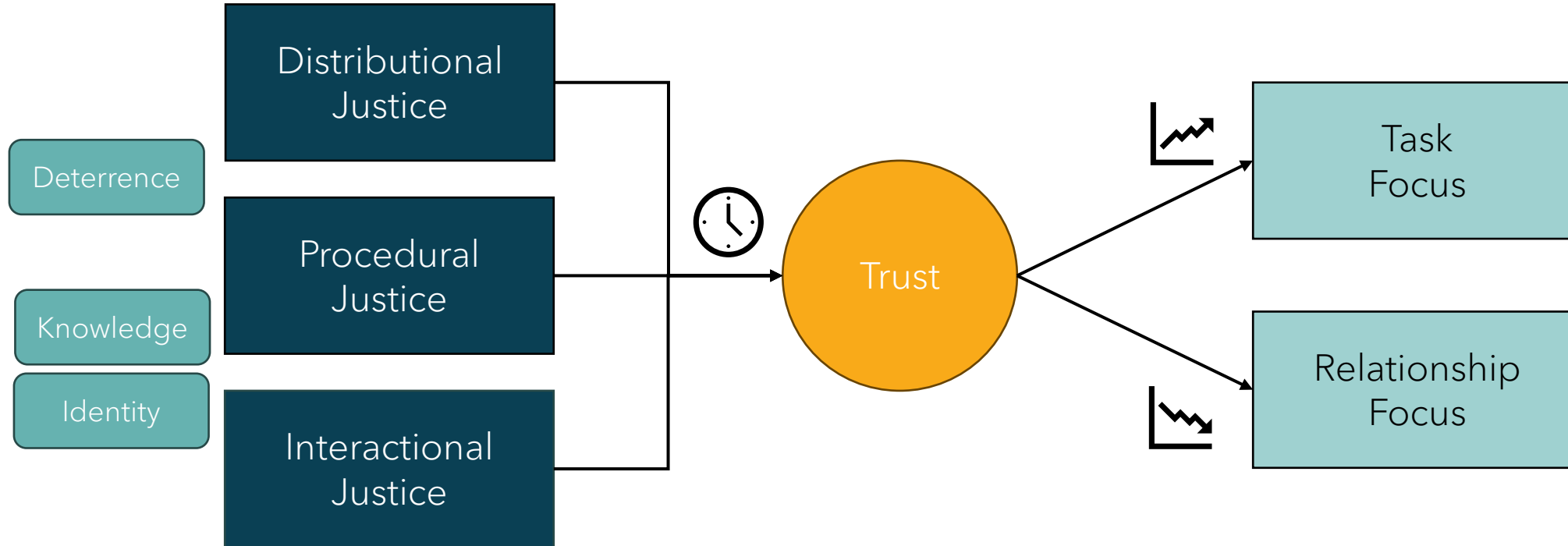
TRUST



TYPES OF TRUST



DEVELOP TRUST






CULTIVATE TRUST

What can I do tomorrow?

Distributional
Justice

Procedural
Justice

Interactional
Justice





COMMUNICATION

COMMUNICATIONS

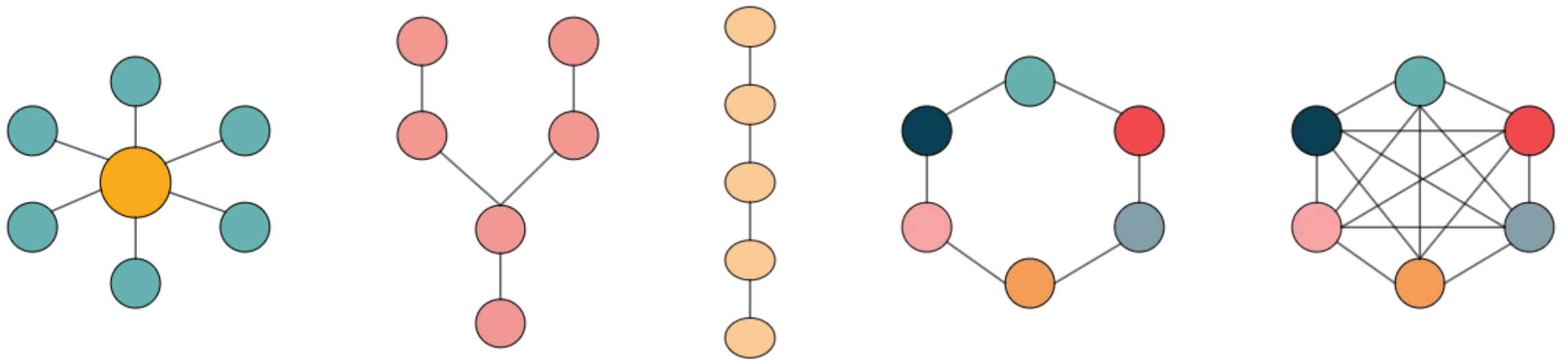
Encode

Transmit

Decode



NETWORKS



CONNECTIVITY

INTELLIGENCE

COGNITIVE ABILITY

- Verbal
- Quantitative
- Reasoning

EMOTIONAL INTELLIGENCE

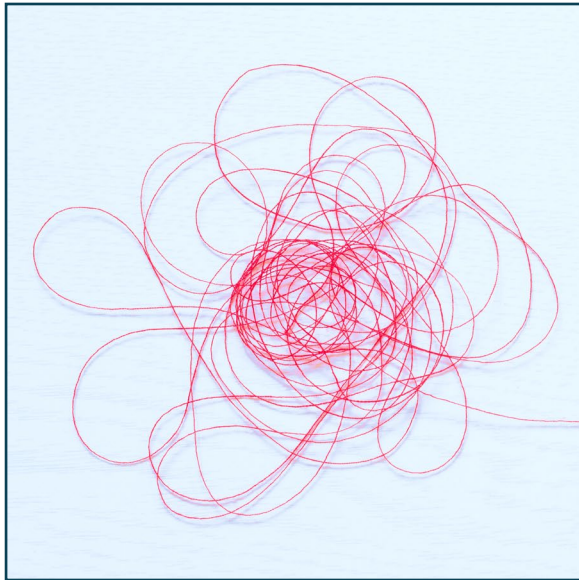
- Understand own emotions
- Understand others' emotions
- Cope successfully

CULTURAL INTELLIGENCE

- Social cues
- Cultural cues
- Pattern recognition
- Implementing new behaviors and habits

CONVERSATIONS

What can I do tomorrow?



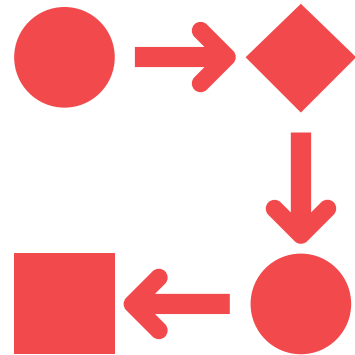


**CONFLICT &
COLLABORATION**

CONFLICT TYPES



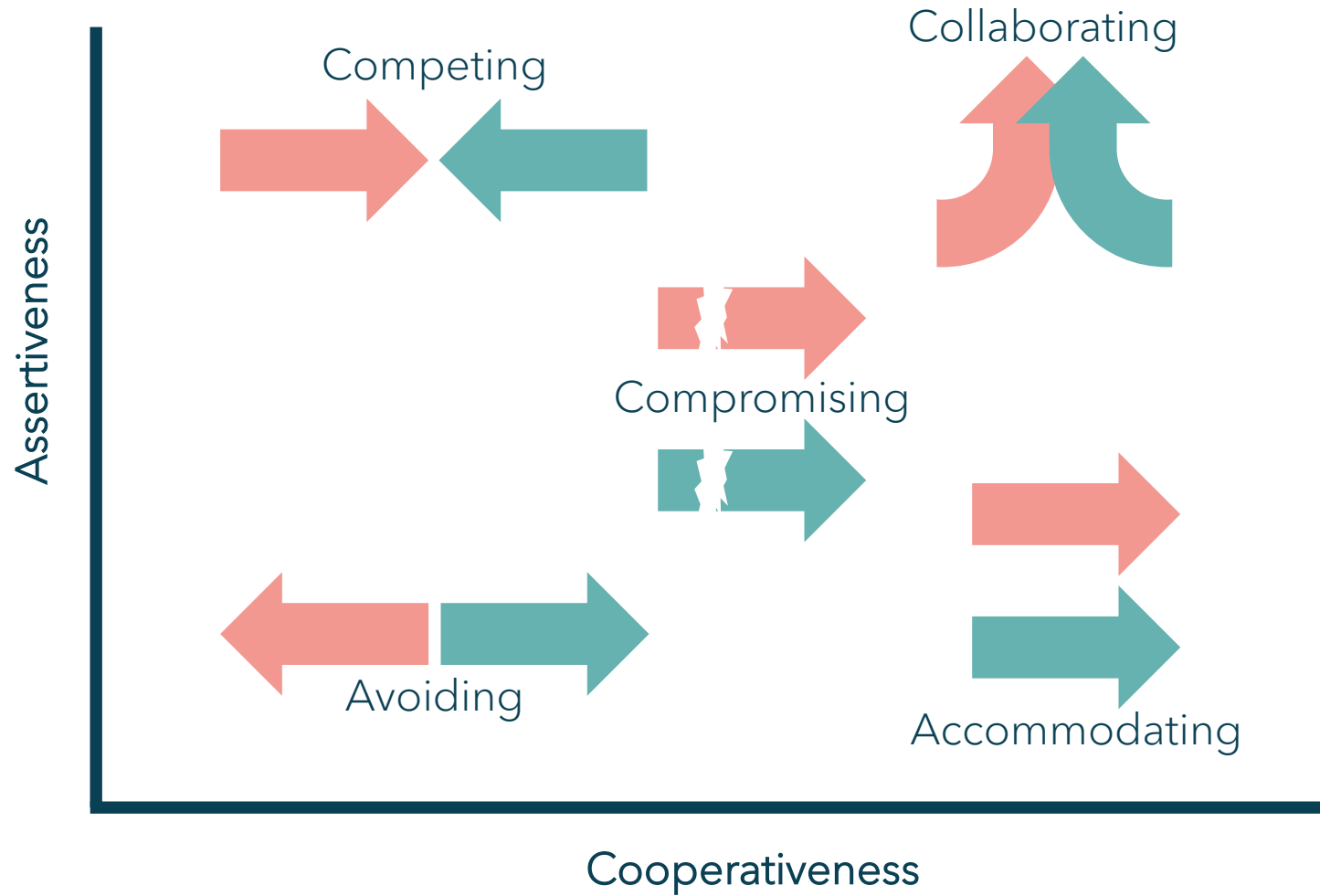
Functional
Conflict



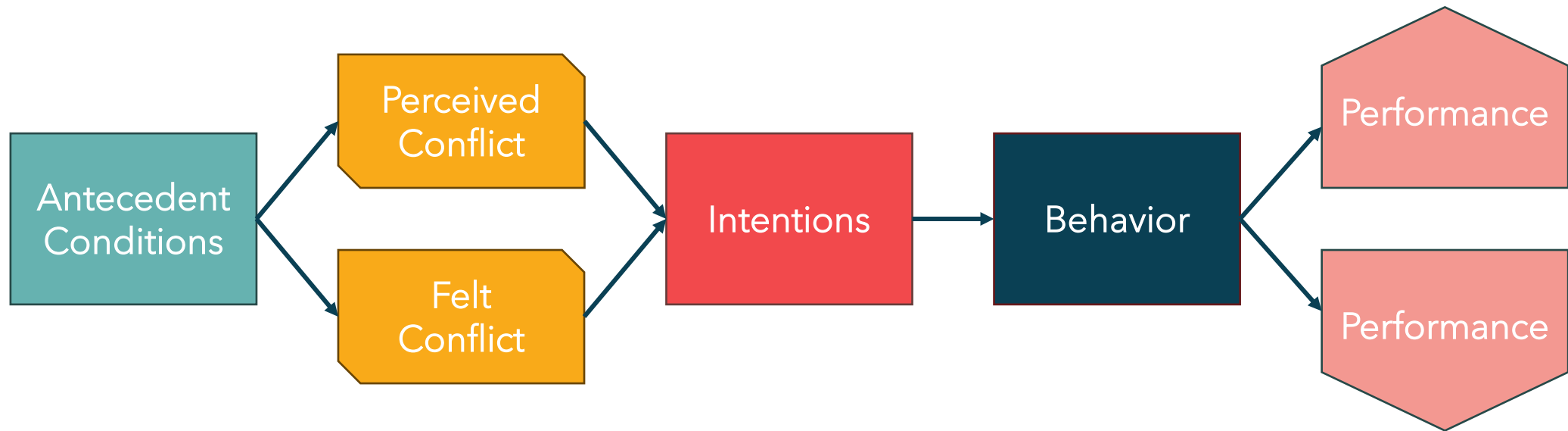
Dysfunctional
Conflict



CONFLICT STYLES



CONFLICT PROCESS



COLLABORATION

What can I do tomorrow?

Type

What is the type of conflict?



Style

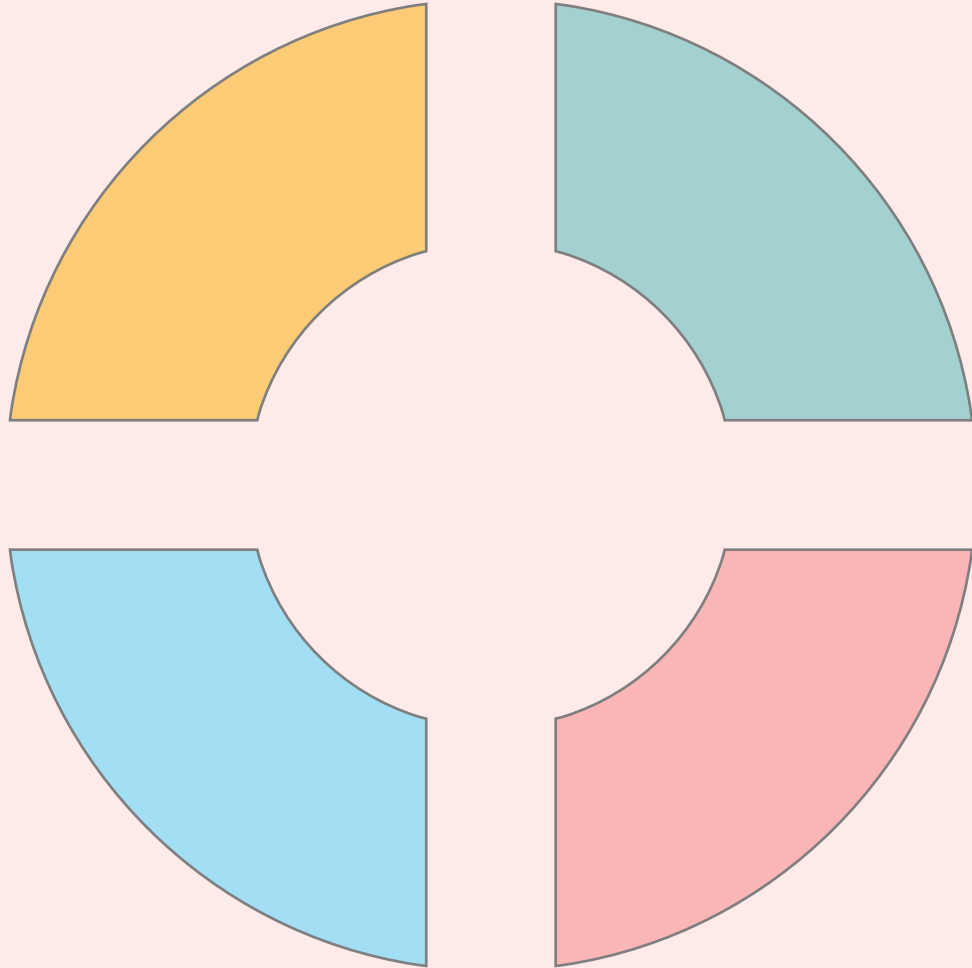
What is your conflict style?

What is their conflict style?



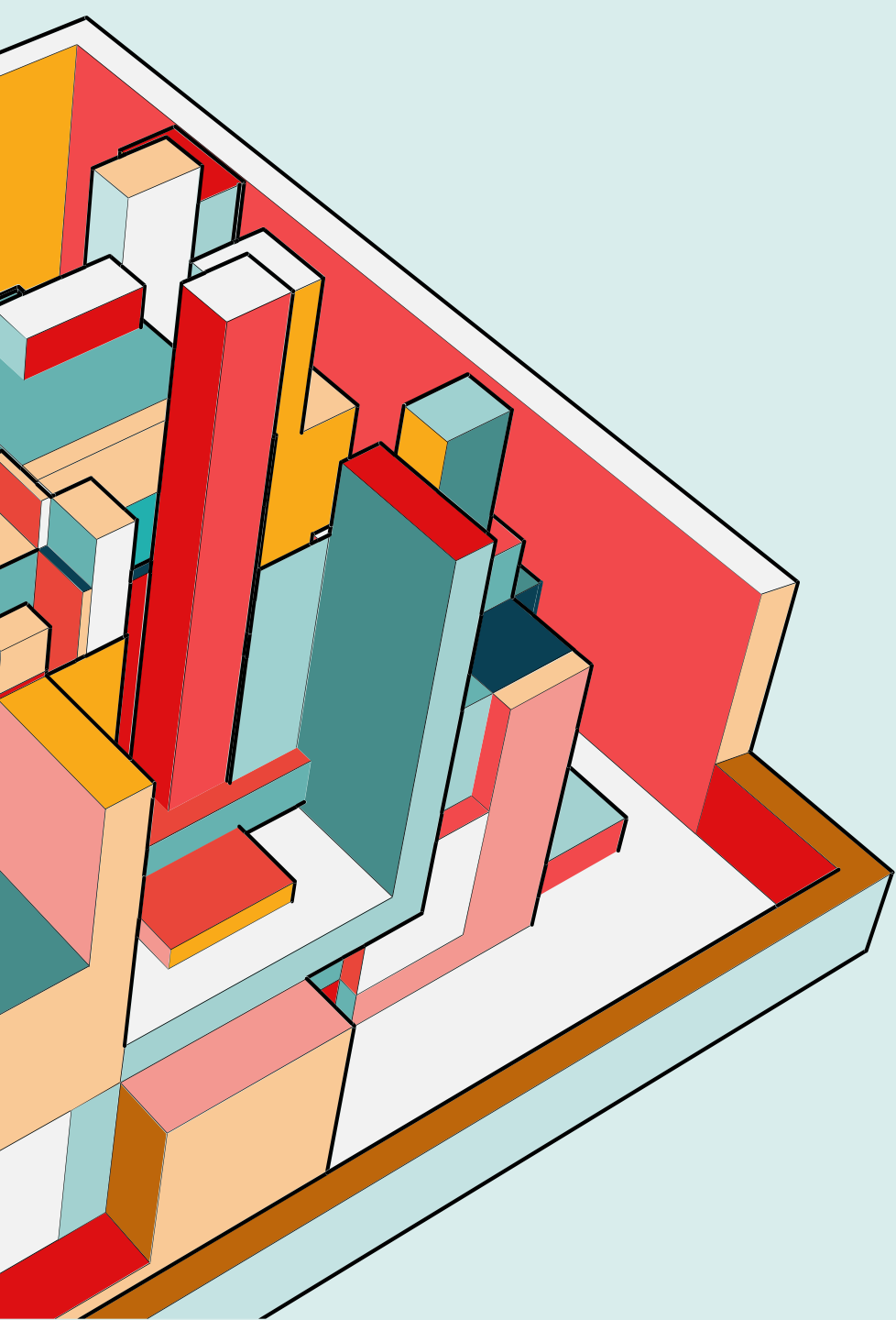
Process

Where are you in the conflict process?



**BRING IT ALL
TOGETHER**





REFERENCES

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THANK YOU

Theresa Couch | couchthe@msu.edu

