

WHY CAN'T WE BE FRIENDS?

PRE-AWARD TEAMWORK
BETWEEN UNIT AND
CENTRAL OFFICES



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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

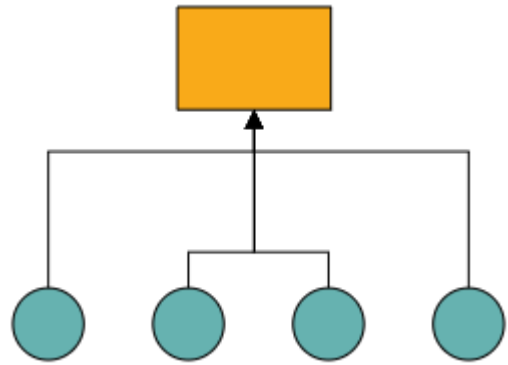
Established

Emergent

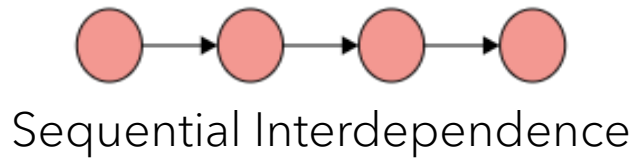
Pivotal

Peripheral

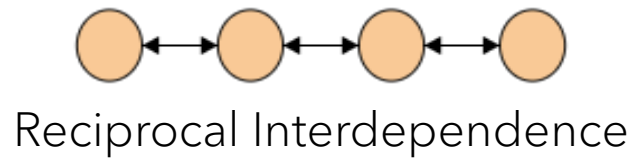
INTERDEPENDENCIES



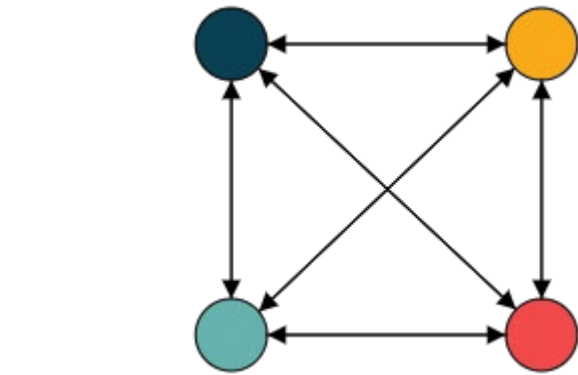
Pooled Interdependence



Sequential Interdependence

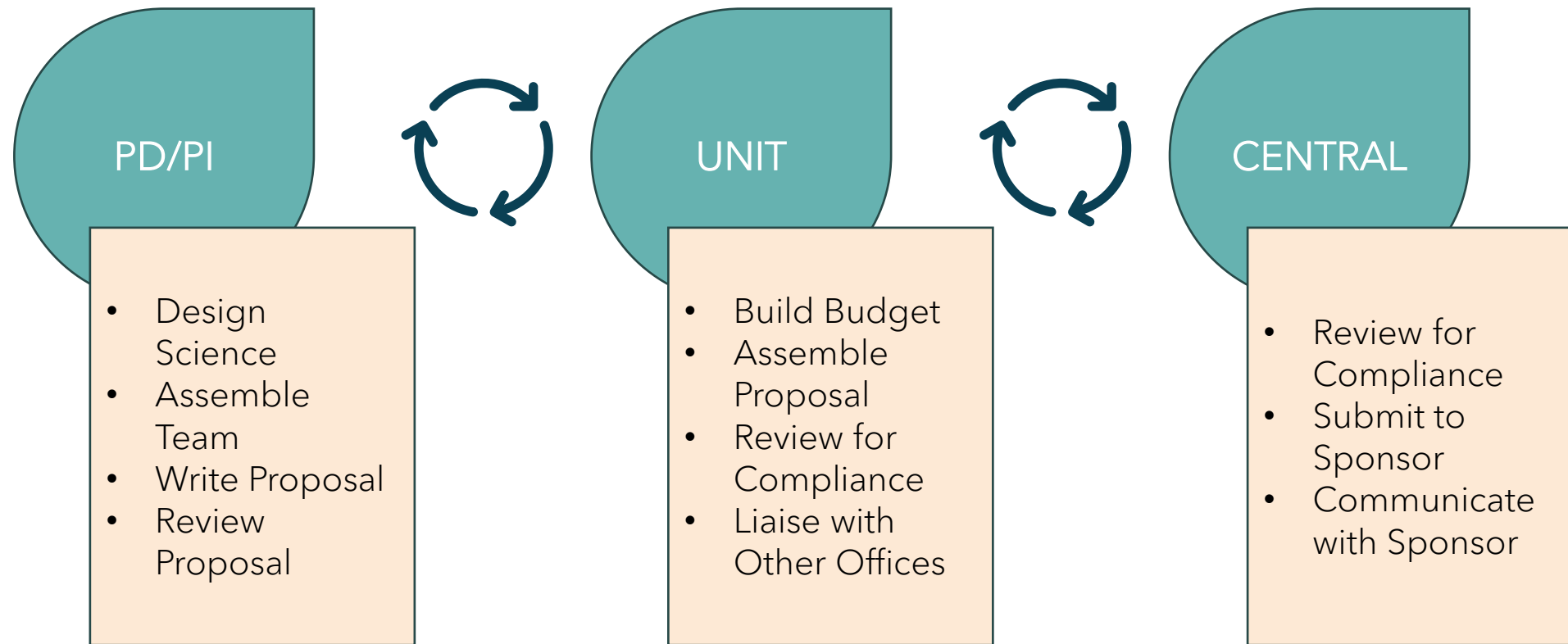


Reciprocal Interdependence



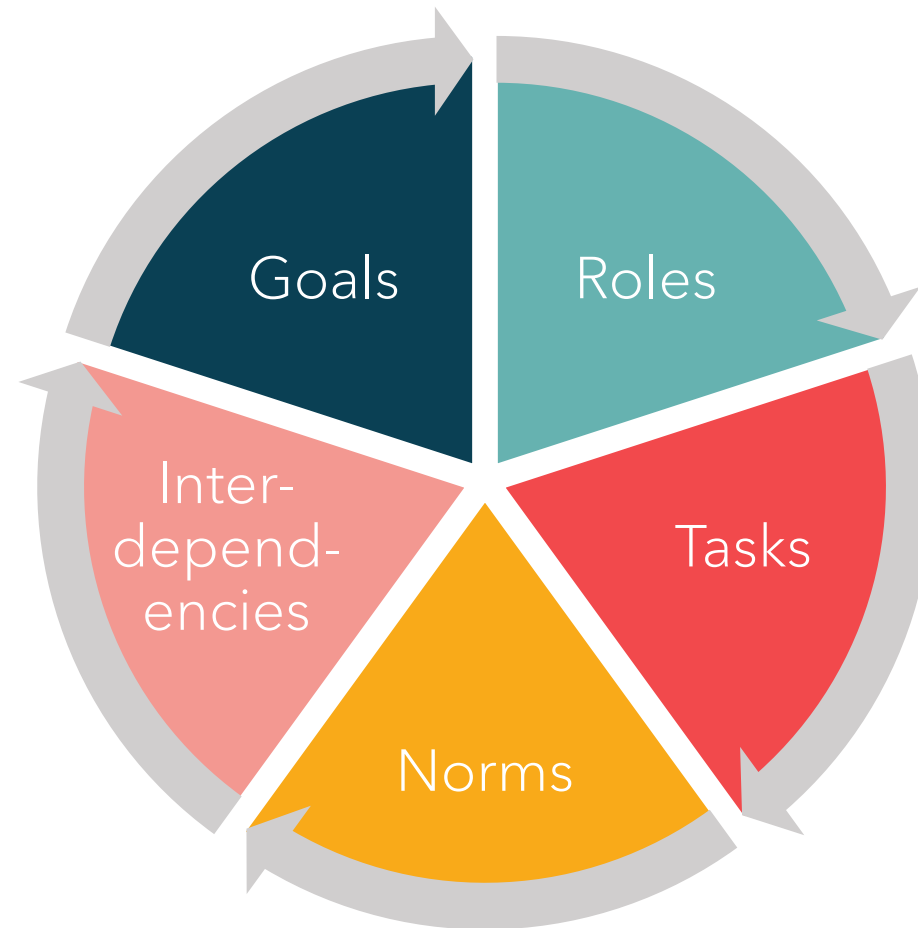
Comprehensive Interdependence

ROLES IN ACTION



YOUR ROLE

What can I do tomorrow?

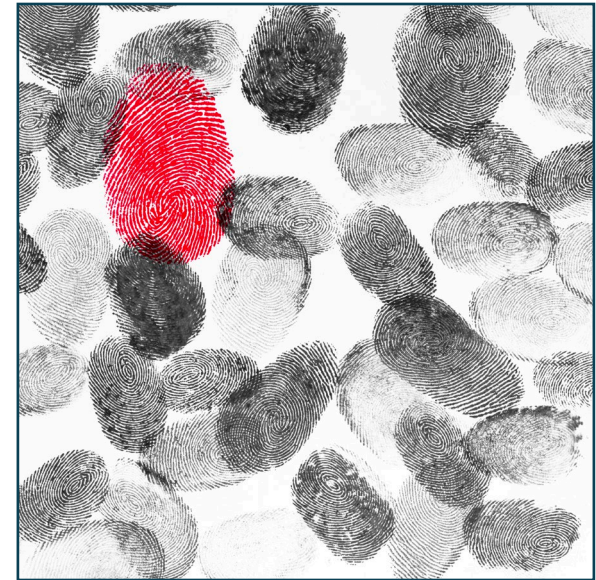




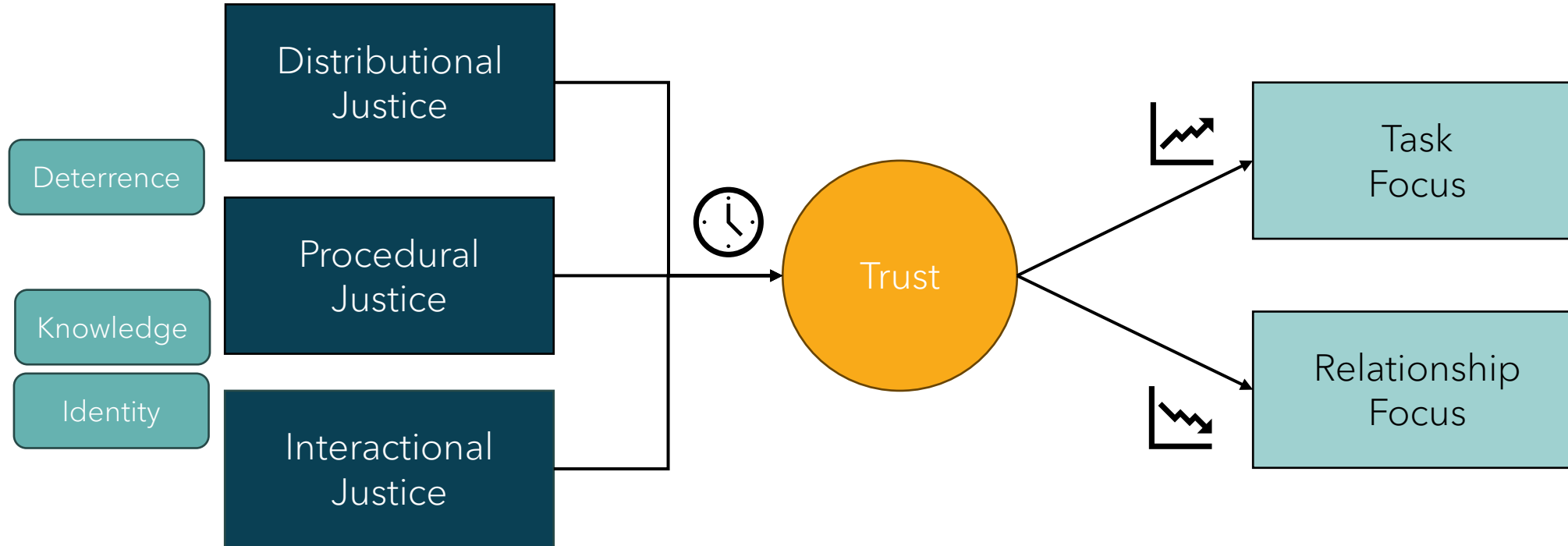
TRUST

The image features a central teal-colored shape with a concave top and convex bottom, resembling a wide trapezoid or a sector of a circle. Inside this shape, the word "TRUST" is written in a bold, black, sans-serif font. Surrounding this central element are several other geometric shapes: a pink shape in the top-left, a yellow shape in the top-right, and a complex arrangement of 3D rectangular blocks in teal, red, orange, and grey in the bottom-right corner. The overall style is minimalist and abstract.

TYPES OF TRUST



DEVELOP TRUST





CULTIVATE TRUST

What can I do tomorrow?

Distributional
Justice

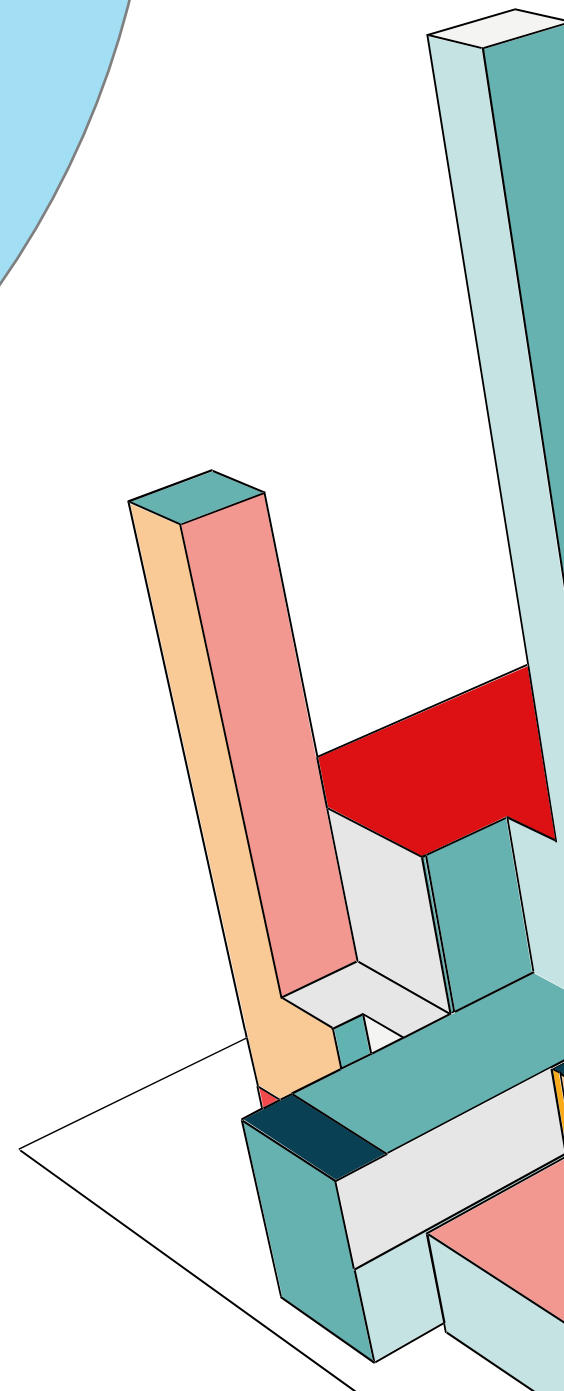
Procedural
Justice

Interactional
Justice





COMMUNICATION

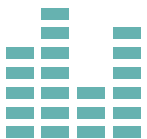


COMMUNICATIONS

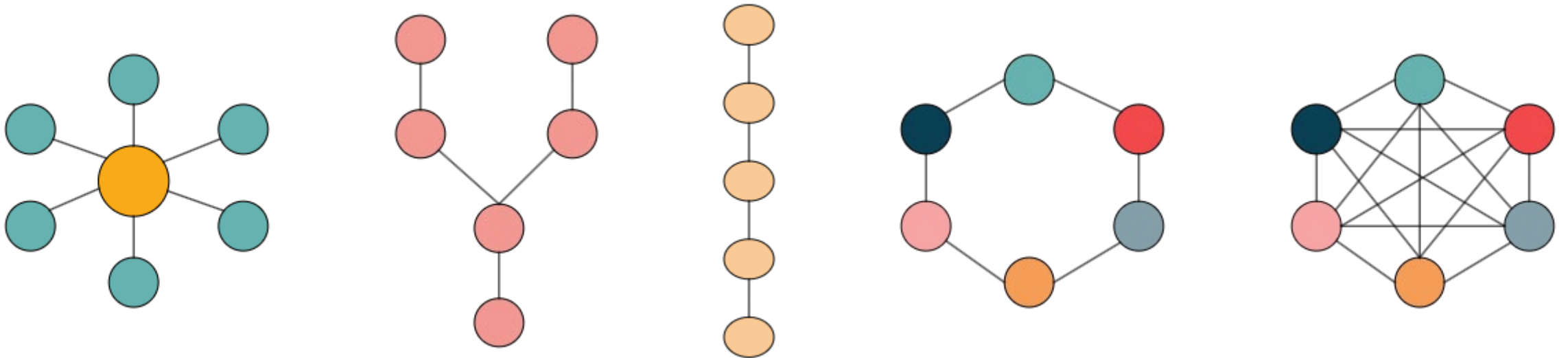
Encode

Transmit

Decode



NETWORKS



CONNECTIVITY

INTELLIGENCE

COGNITIVE ABILITY

- Verbal
- Quantitative
- Reasoning

EMOTIONAL INTELLIGENCE

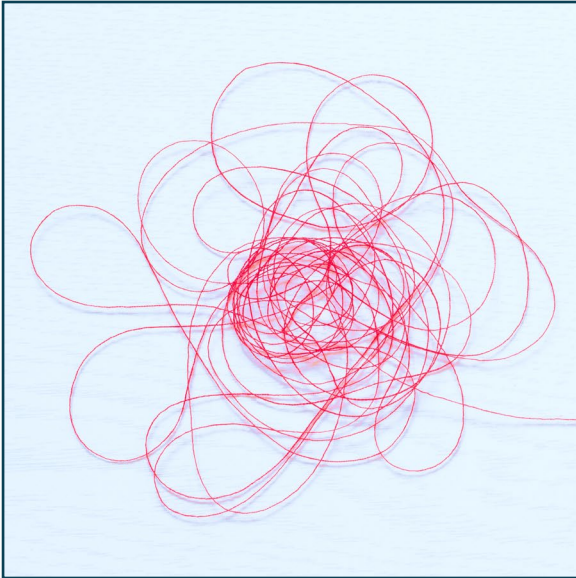
- Understand own emotions
- Understand others' emotions
- Cope successfully

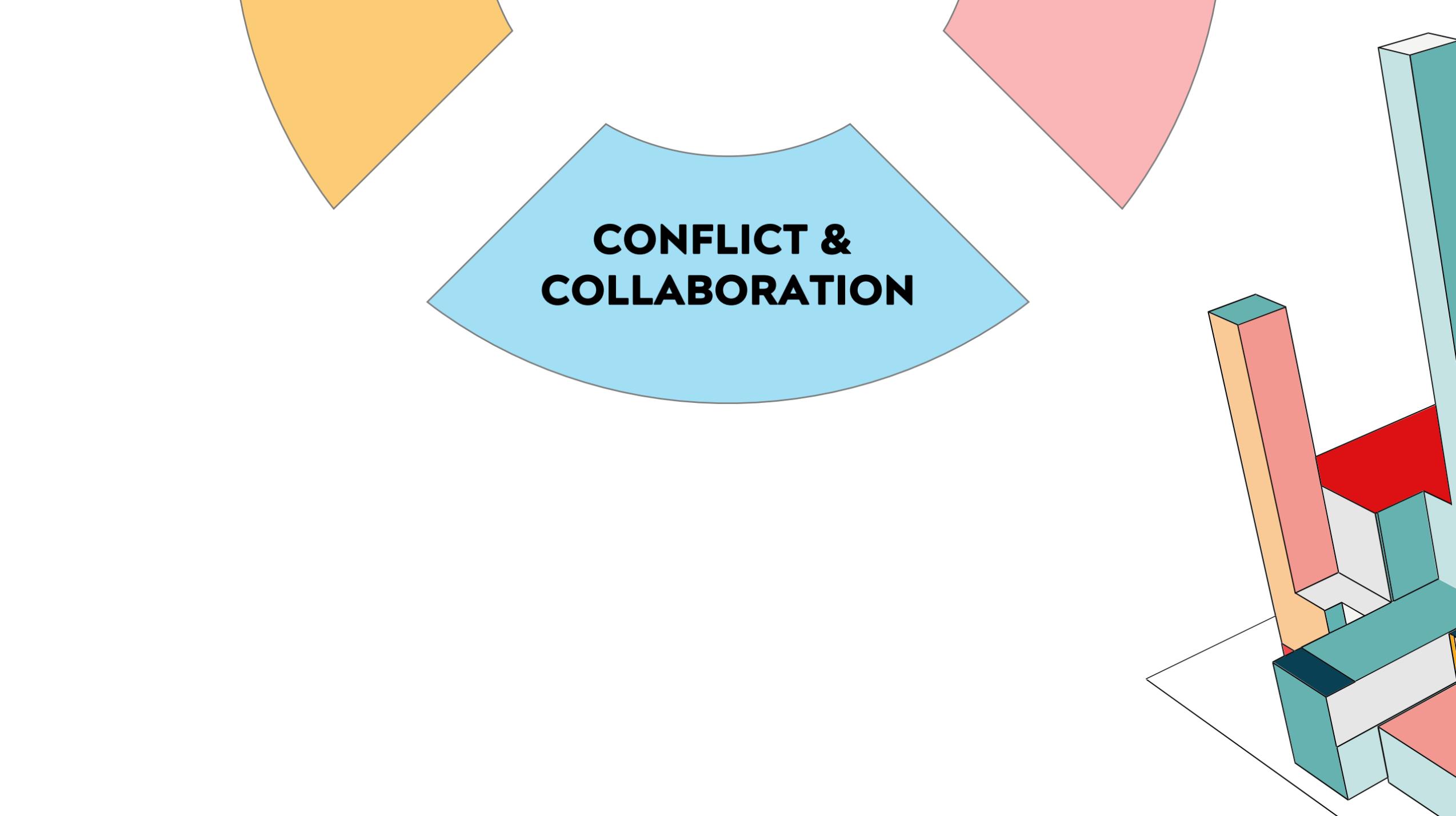
CULTURAL INTELLIGENCE

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

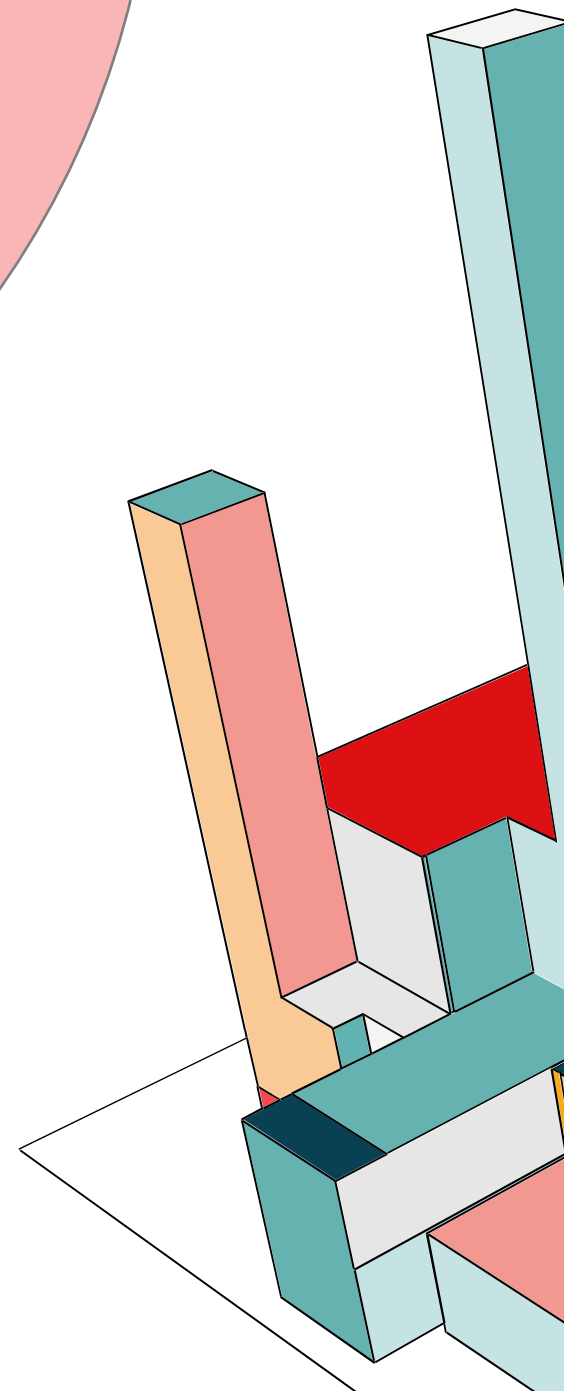
CONVERSATIONS

What can I do tomorrow?





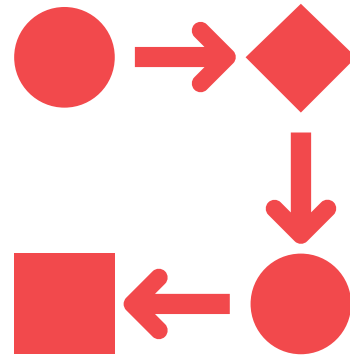
**CONFLICT &
COLLABORATION**



CONFLICT TYPES



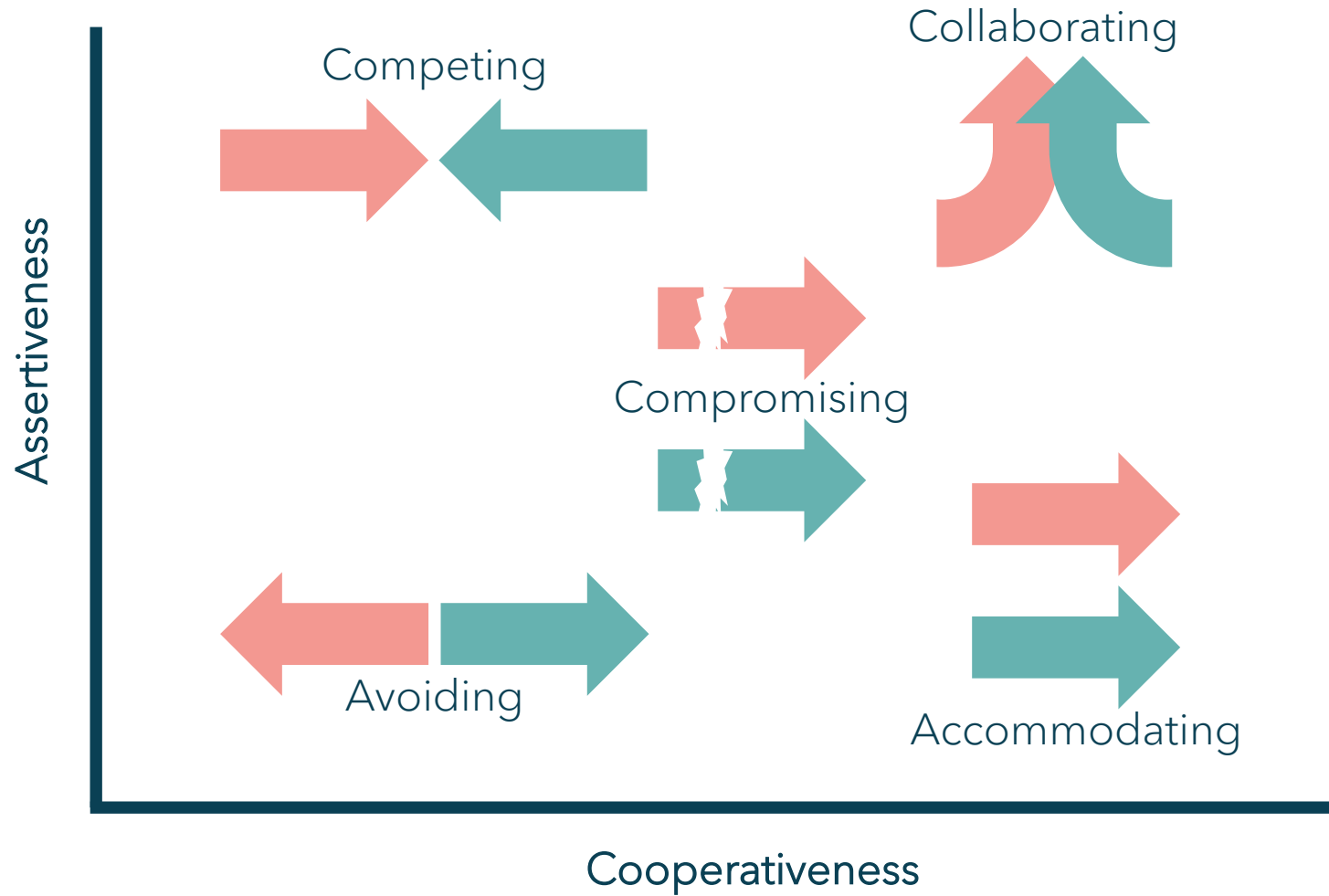
Functional
Conflict



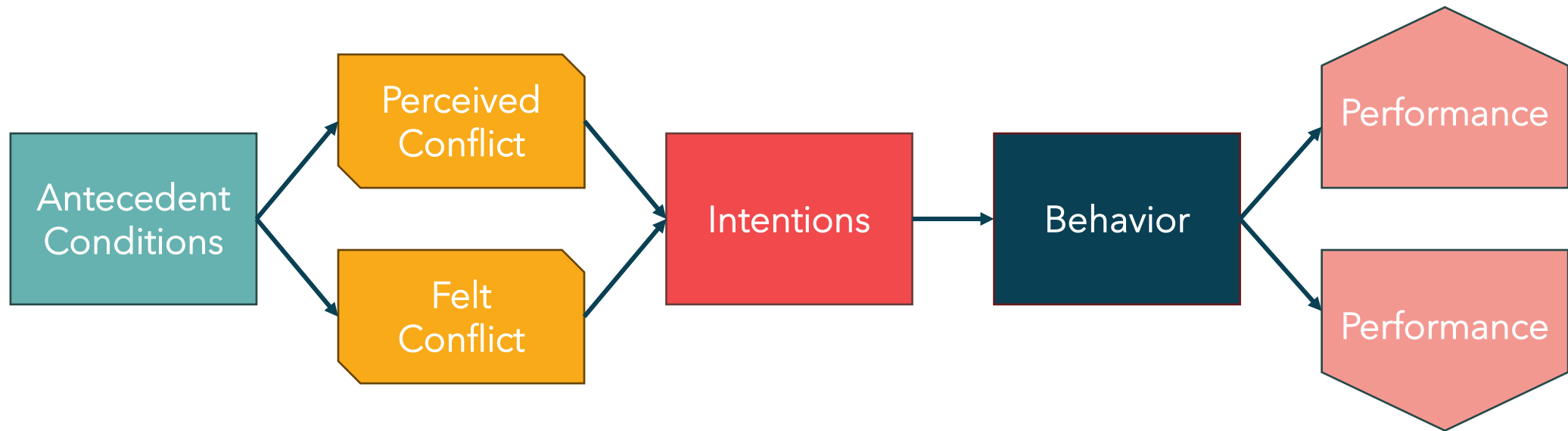
Dysfunctional
Conflict



CONFLICT STYLES



CONFLICT PROCESS



COLLABORATION

What can I do tomorrow?

Type

What is the type of conflict?



Style

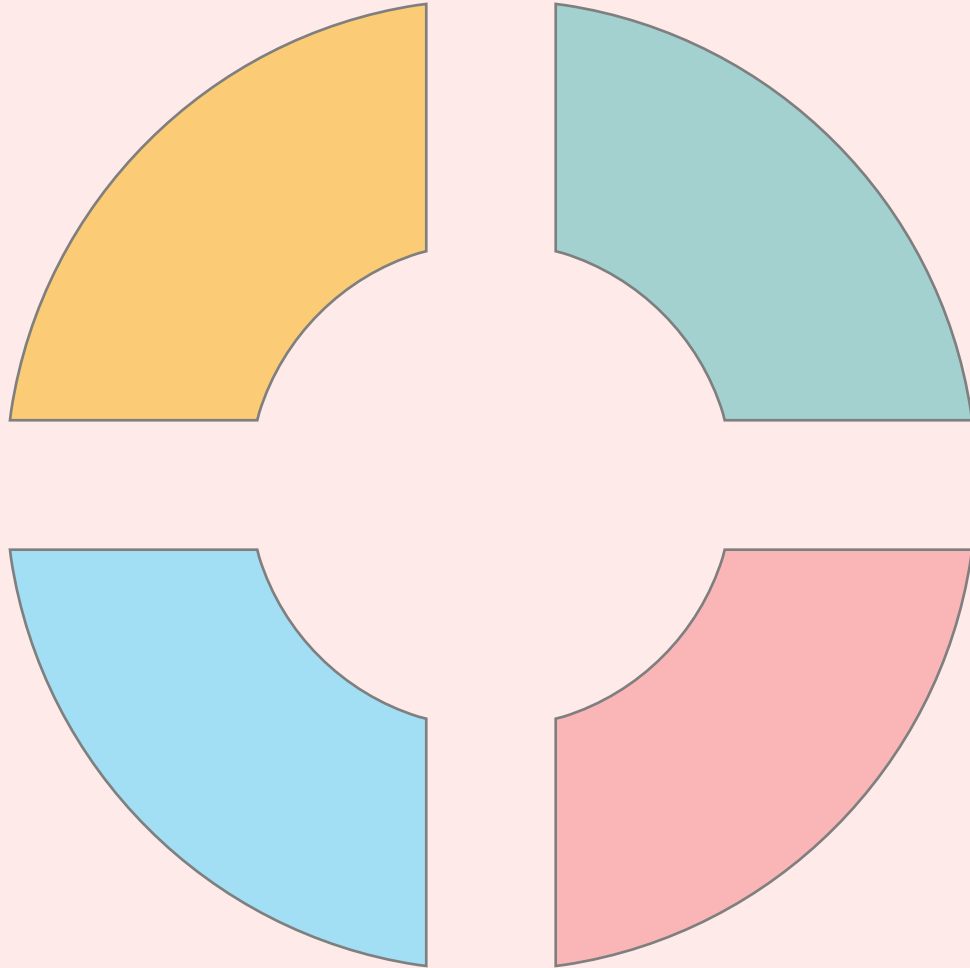
What is your conflict style?

What is their conflict style?



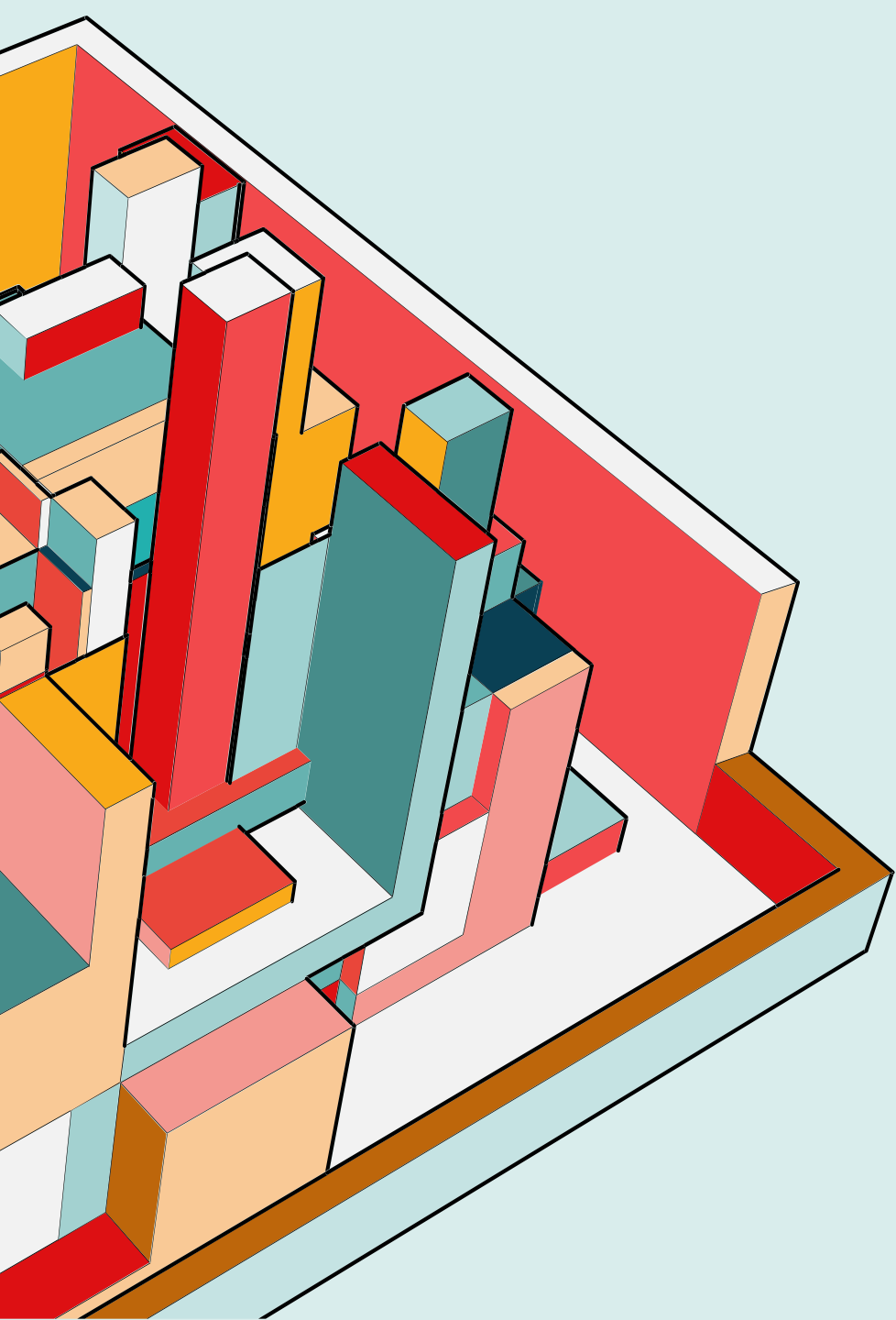
Process

Where are you in the conflict process?



**BRING IT ALL
TOGETHER**





REFERENCES

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THANK YOU

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