



Implementing a Team-of-the-Month Award to Recognize and Incentivize Effective Teamwork

Suzanne Clark, PharmBS, PhD

Associate Professor of Pharmacology
Center for Teaching and Learning, Co-Director

Tarnjit Kaur, BS

BS, Biological Sciences, Univ. of the Pacific

PharmD Candidate Class of 2022

California Northstate University College of Pharmacy



Team of the Month: Overview

- Background & Aims
- Development and Selection Criteria
- Nominations and Evaluations
- Award Presentation at Monthly Town Hall
- Team Reflection



Background & Aims



- Effective teamwork is a skill that can be taught and learned.
- Intentional teaching of team skills can facilitate stage progression
 - forming, storming, norming and high-performing.
- Regular reflection on stages of development facilitates transition and growth, as noted in Team Development Measures© & other resources.
- TBL teamwork skills can be *incentivized* with recognitions and awards.
- Aim:
 - To promote and recognize effective TBL teamwork skills through a new Team-of-the-Month award, open to teams from all classes



Development & Selection Criteria

- CNU College of Pharmacy instituted new Team-of-the-Month award in 2019.
- The Center for Teaching & Learning sought student input to develop criteria that embedded review of effective team skills and promoted self-reflection:
 - recognition of the normalcy of forming, storming, norming and high-performing stages
 - characteristics of high-performing teams
 - reinforcement of positive teamwork strategies
 - opportunities for self-reflection on accountability
 - regular feedback & inter-team mentorship
 - professionalism & relevance to career development



Winning P3 Team (Oct 2019)



Nominations and Evaluations

- Nominations

- Teams could self-nominate current or previous team
- Nominations accepted from other teams/faculty/staff

- Nomination criteria included:

- Teamwork stages and skills
- Professionalism
- Specific examples of overcoming storming or reaching high-performing stage
- Discussion of relevance to future careers

Nomination form (p. 1 of 2)

Please nominate your team to be the Team of the Month. One team/class can win (P1-P4).

- Any individual (under faculty) can nominate a team.
- Students (P4) can self-nominate their own team, or nominate a different team.
- If self-nominating, all team members should contribute to the nomination.
- Any current team - or a previous semester's or previous year's team can be nominated.
- One nomination per team. If a team is nominated for the same nomination during the upcoming October Town Hall (noon on Wednesday, 26 Feb. 2020), if a P4 nomination is selected, one or more team members who are on campus can present their nomination during the October Town Hall. If a P1 nomination is selected, a video created by the winning team.
- Nominations can be accepted on a first-come basis; only the first 5 teams/teams to submit will be considered. The nomination deadline is Friday, 21 Feb. 2020. Teams who do not make the cut this time can re-apply again for the next Town Hall. Previous winners are ineligible.
- Faculty can also nominate any team (current or previous) using the same 300-word nomination.

300 Word Narrative Description:
Please encourage your team members to write a narrative description of why your team is/was a high-performing team. Identify up to four characteristics your team displayed from the list below of the Teamwork (A) and/or Professionalism (B) categories. Then, at the end of your document provide a response to the following questions. The narrative should be no more than 300 words. The Teamwork (A) and/or Professionalism (B) statements, combined, cannot exceed 300 words. Please do not include names of individual team members within the body of your narrative or career development statement. Instead, include names and team identifiers as follows:

Follow your 300-word description, include the following:

1. Team name, year, and semester
2. Team members' names and CUUCU email addresses
3. Include the team number, year and semester for the team you nominate.

The above three items are not included in the 300 word word description.

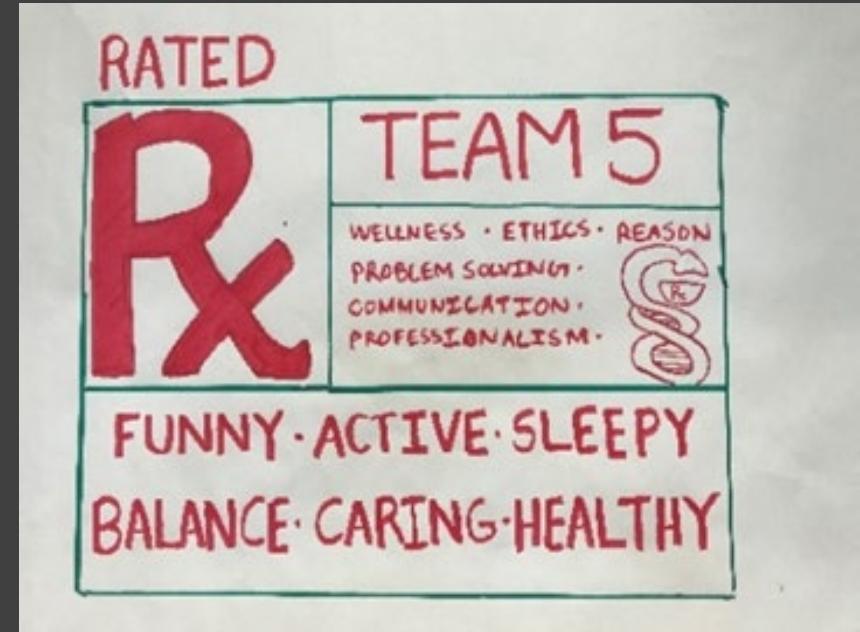
For the narrative, describe how your team was high-performing with respect to the following traits of effective teamwork and/or professionalism. Additional traits can be addressed, if you prefer.

A TEAMWORK:

1. Team members work well with each other; there is good chemistry between members.
2. In class, team members share the work on IRATs and applications.
3. Out of class, team members help each other study and prepare for IRATs and exams.
4. Team members are willing to take on leadership roles and responsibilities and make sure everyone has a chance to talk. Each team member feels comfortable taking within the team.
5. Team members share the microphone in class; they respectfully listen as other teams present.



P1 Team 5 (Sept, 2019)



“Being on Team 5 has taught us all about the true value in investing into our own, as well as the team’s best interests. This is especially important for our future as pharmacists, where we will undeniably be able to forge relationships with our coworkers and our patients. With many workplaces embracing the formation of health systems teams, I feel like our experiences working as a team will give us a huge advantage.”



Award Presentation at Monthly Town Halls

- Winning teams read their nominations to the audience of PharmD students, administrators, faculty & staff
- Team photos displayed during presentation
- Classrooms had Team-of-the-Month poster, under which were mounted team posters/ photos
- Highlighted in newsletters & website



Winning P1 Team 6 (Oct 2019)

P2 Team 12, Spring 2020 Team Self-Nomination

“We are highly thankful for each other for the patience, professionalism, commitment, and sacrifice each student has demonstrated to excel in our curriculum during the COVID-19 pandemic. Our team was a high-performing team during didactic courses for multiple reasons and this high-performance continued when the school curriculum transitioned to an online interface. Team members worked well with each other and teammates were respectful of each other’s opinions, which encouraged team members to ask questions and initiate conversation regarding topics that were covered in class. Also, team members listened to one another and made sure everyone had a chance to talk.”

“Since teammates were respectful of each other, every team member was comfortable talking with the team which made Team 12 highly efficient. Furthermore, Team 12 was composed of academically strong teammates that helped their team members practice information retrieval to promote durable learning, rather than talking at teammates, requiring them to passively listen. Team members also demonstrated pride in the profession and a dedication to advance its value to society, which was evident during the COVID-19 pandemic when team members shared their valuable knowledge and expertise on different social platforms.”

“Our experience with TBL makes us stronger candidates for several reason. TBL encourages students to become accountable, to become great leaders, and to become excellent teammates. In the healthcare profession, it is imperative that each member of the team is accountable for his or her actions and decision, which is taught and reinforced during TBL. Furthermore, students taught in a TBL setting learn how to become great leaders among their teams and among fellow classmates. Students have the ability to teach fellow students which allows them to develop their leadership skills. Lastly, students become excellent team players due to the experience they develop working with teams during the curriculum.”



One P4 Team Self-nominated their P1 Fall Team

Team 16, P1 (Fall 2016; Submitted by Team members, as P4s, for Oct. 2019)

“Since the first day of pharmacy school, we work extremely well with each other. Whenever someone in the team had difficulty understanding a topic, we all would work together and attempt to explain in such a manner that the concept was well understood by everyone in the team.”

“To this date, if there are any questions we encounter during our rotations, we still ask each other for our opinions. Not only do we respect each other’s opinions, but we also trust each other. We trust that if we are assigned a responsibility, it would be accomplished and would meet everyone’s expectations.”



Photos of Team 16 member: as P1s in 2016 & on their last day of P3 year

P1s, Fall 2016..... & ...last day of P3, Spring 2019

