

NJacts New Jersey Alliance for Clinical and Translational Science

The Importance of Teamwork for Biomedical Research in a Rapidly Changing World

NJ ACTS Team Science Co-Leads:

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To Team or Not to Team?

- Increasing need for high functioning teams in biomedical research
- Effective teamwork can enhance the importance and impact of research
- Effective leadership is critical for team success



Skills and Competencies for Effective Teams

- High-impact biomedical research increasingly requires inter- and trans-disciplinary teamwork and the ability of leaders to stimulate, support, and encourage team effectiveness.

- Successful collaborative research requires competencies *(e.g., leadership, communication, conflict management)* that extend beyond most biomedical researchers' traditional disciplinary training.

NJ ACTS Team Science Video Series

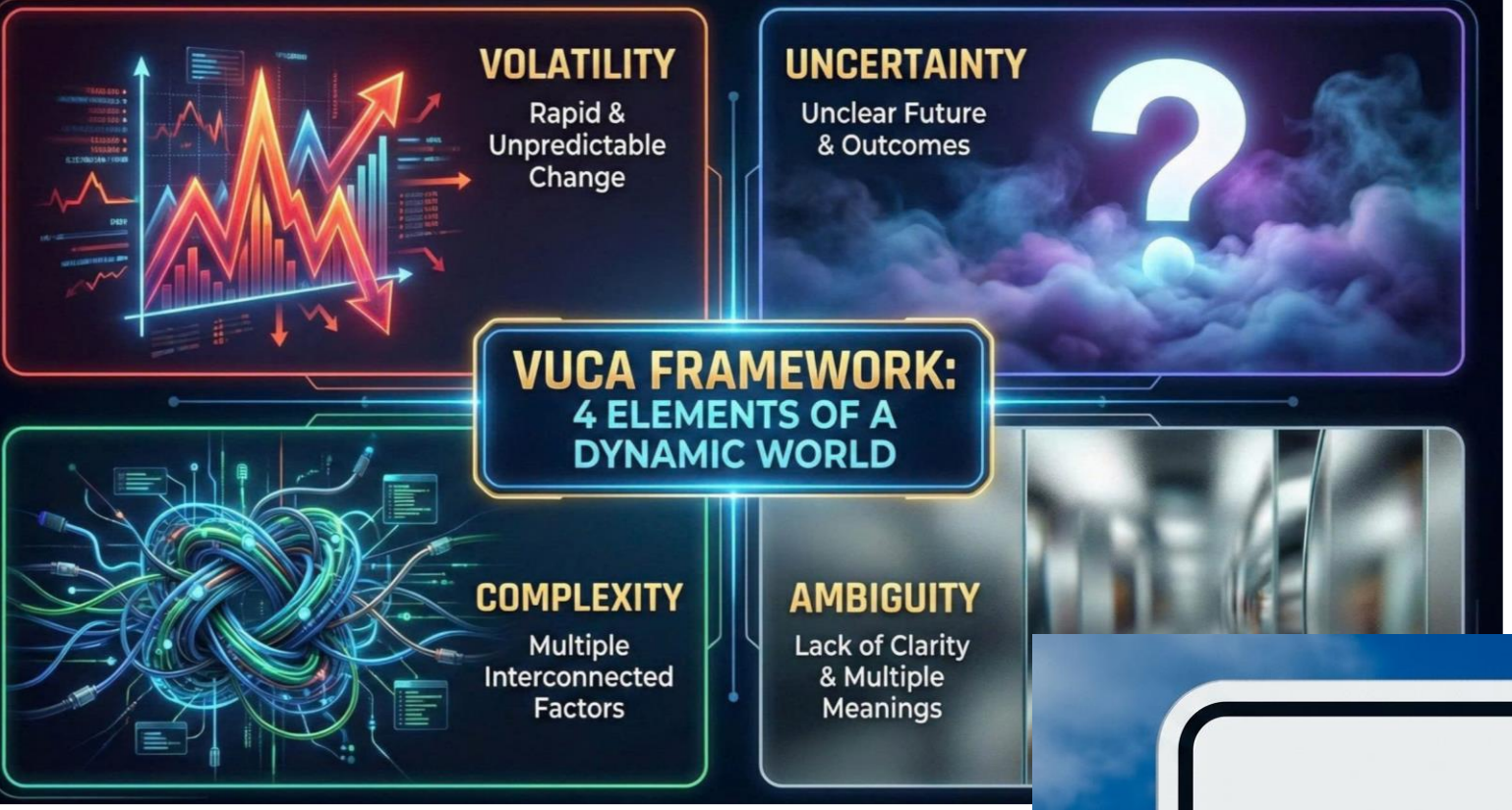
This video series will highlight key issues in management science and the business world that can be applied to enhance the effectiveness of biomedical research teams.



A decade of disorientation:
The biggest leadership challenge of the future









“Uncertainty is an inherent trait of the future.”

Roger Spitz, *Disrupt With Impact: Achieve Business Success in an Unpredictable World*



Leadership Reality of Now….







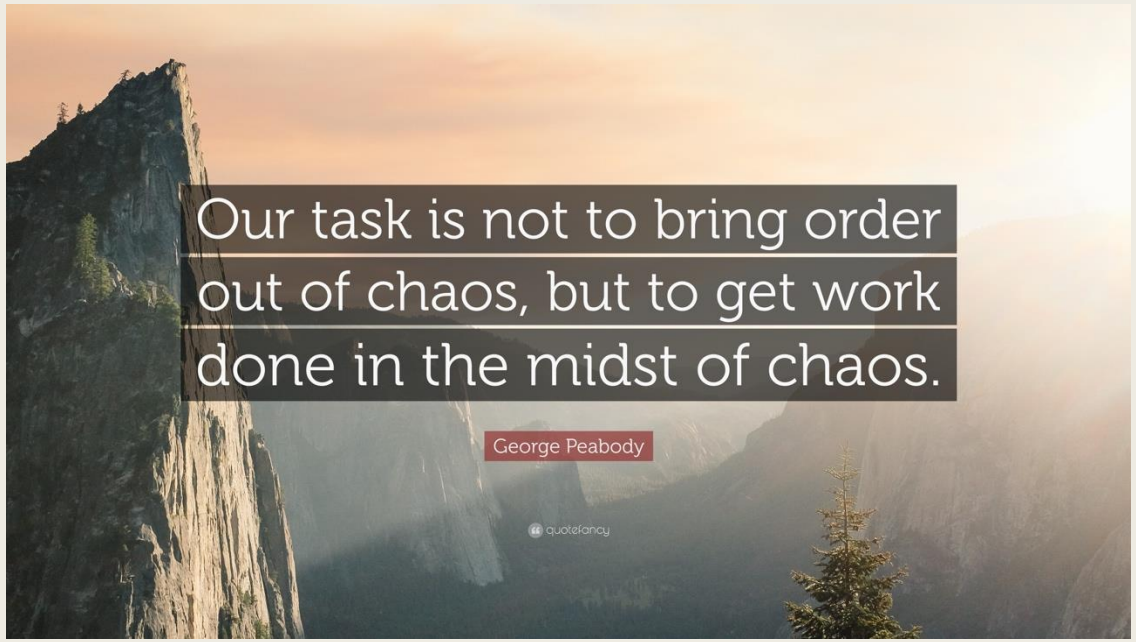
Systemic impatience



Dynamics of a VUCA World







The Most Important Leadership Competencies

Center for Creative Leadership (2025)

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1. **Strategic Perspective**
2. **Being a Quick Study**
3. **Decisiveness**
4. **Change Management**
5. **Leading Employees**
6. **Confronting Problem Employees**
7. **Participative Management**
8. **Building Collaborative Relationships**



How Are Leaders and Organizations Coping?

They are deploying TEAMS in many different forms and sizes.



81% of executives say work is increasingly performed across functional boundaries
(Deloitte, 2024)

90% of employees report being part of a team at work
(ADP, 2025)

Teams Matter.....



McKinsey analyzed data from more than 1,700 teams across 75 organizations and concluded that more effective teams consistently achieve higher levels of productivity, speed, quality, and overall organizational effectiveness.

(Comella-Dorda et al., 2024)

But… Are We Ready?



About 75% of employers rate teamwork and collaboration as "very important," yet only 18% of employees are formally evaluated on this in annual performance appraisals.

FIGURE 1

The readiness gap for the future of workplace

Developing the right workplace model is important or very important to my organization's success

87%

My organization is very ready to develop the right workplace model

24%

Source: Deloitte 2023 Global Human Capital Trends survey.

Deloitte Insights | deloitte.com/insights



Stark Reality



1. Only 29% of nearly 18,000 employees surveyed reported being satisfied with their collaboration experiences and outcomes at work, down from 36% in 2021 *(Gartner, 2024)*

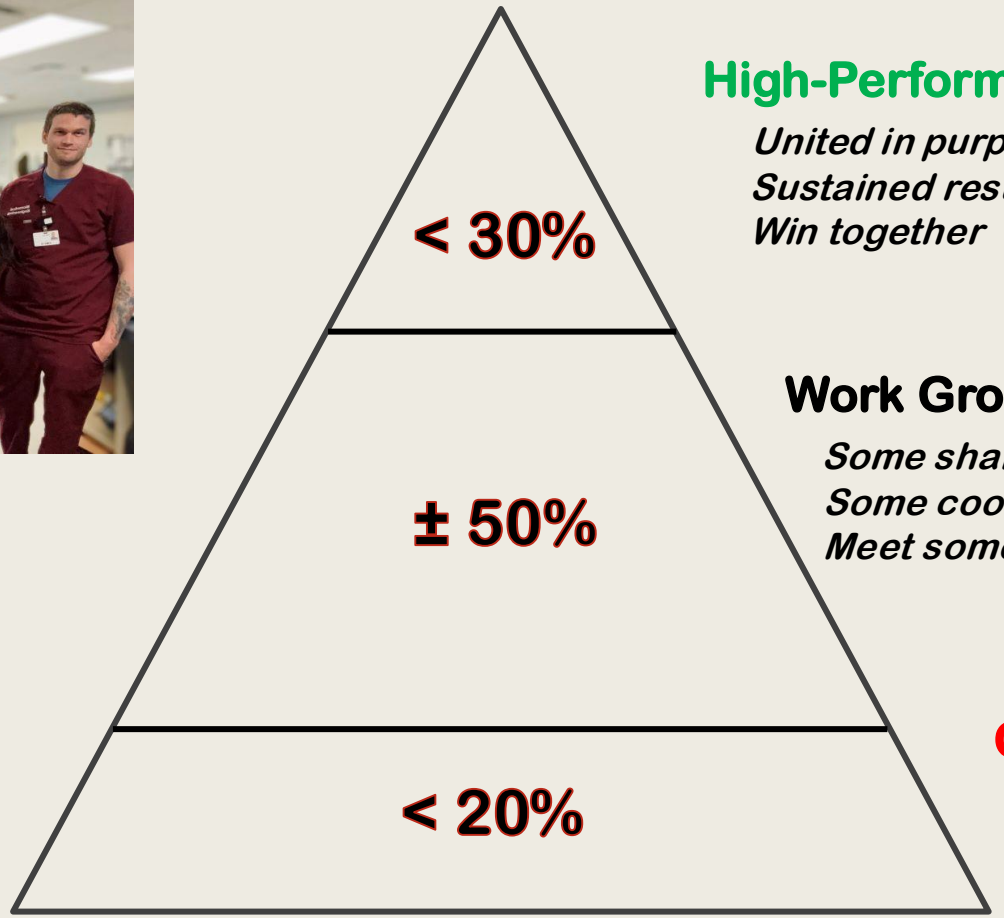
2. 77% of organizations admitted they are not investing enough time and budget into team development *(Assoc. for Talent Development, 2020)*

3. Only 24% of organizations identified developing team leadership capabilities as a top priority to improve leadership effectiveness *(Brandon Hall Group, 2024)*

Teams and Performance







High-Performing Teams

United in purpose
Sustained results exceeding expectations
Win together

Work Groups

Some shared purpose
Some coordination
Meet some or most expectations

Collection of Individuals

Generally do not work or collaborate well
Perform below expectations

The "Math" of High-Performing Teams (HPTs)

When a team is going well……

The whole is greater than the sum of the parts….

2 + 2 = 5

THE TOP 6

LEADERSHIP CHALLENGES

AROUND THE WORLD



1. **Honing** Effectiveness
2. **Inspiring** Others
3. **Developing** Employees
4. **Leading** a Team
5. **Guiding** Change
6. **Managing** Stakeholders

Center for Creative Leadership®

Our Goals

- To help leverage or enhance your teaming skills
- To help you be a more effective team member and leader
- To help more biomedical research teams reach high-performing status









Team Effectiveness



This video series will highlight key issues in management science and the business world that can be applied to enhance the effectiveness of biomedical research teams.

What's Coming....



Leading High-Performing Teams as a Principal Investigator

The Lifecycles (Phases) of Teams

Creating A Winning Team Culture

Building the Right Team (Forming & Staffing Teams)

The Dark Side of Teams (Mistakes to Avoid)

Teambuilding that Actually Works

Leading Productive Conflict in Teams

Making Better Team Decisions



This video series is brought to you by the Team Science Core of the New Jersey Alliance for Clinical and Translational Science (NJ ACTS) (co-leaders Richard Dool, Daniel B. Horton, Nancy E. Reichman) with funding from the National Center for Advancing Translational Sciences of the National Institutes of Health under award number UM1TR004789.

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