

Boundary Spanning: A Research Team Perspective

A.Tindall, F. di Maria, I. Davies, E. Gallagher

Conclusion

Boundaries are spanned and not broken, relationships are made and networks are formed and utilised. Patients have access to the best care, innovative treatments and novel agents. Research is embedded into everyday working practices within radiotherapy, enabling staff to gain experience in the latest developments. The aim of the team is to be the catalyst for transformative change throughout the hospital and local region.

5. Nexus Effect

4. Discovering New Frontiers

3. Forging Common Ground

2. Managing Boundaries

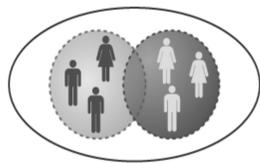
1. The Great Divide



The End Result

- True collaborative working
- Innovative solutions
- Inspiring results
- Increase in recruitment
- Happy and engaged staff
- Smoother set up of studies
- Office has become a hub of activity and a place to come for help and advice
- Improved Patient/Public involvement

Weaving



Removing the Road Blocks

- Creating interdependence
- Becoming the link between all relevant groups

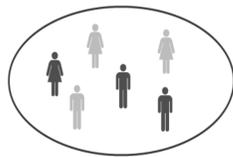
Transforming



Creating space for re-invention

- Team work with the patient pathways – improved feasibility process
- Start meetings with the common goal – patient care

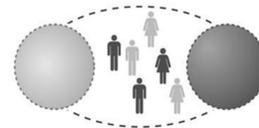
Mobilising



Building Community and finding common goals

- Defining common goals – Patient Care and Technique progression - SABR

Connecting



Building trust

- Meeting our targets and fulfilling our promises
- Spending time in other teams
- Hold SIV's in neutral locations
- Organising Christmas party

Reflecting



Fostering intergroup respect

- Acknowledging team efforts in newsletters
- Giving physics and pharmacy time to share with us

Buffering



Create team identity

- New name
- Clear responsibilities and boundaries
- Acknowledge our identity with team recruitment figures



- Silo working
- Lack of response to emails
- Slow study set up
- Studies opening and teams not being ready
- Low buy in from stakeholders
- Lack of enthusiasm for research
- Low research visibility

Introduction

- Delivering research within the NHS requires collaboration
- Vertical, horizontal, stakeholder, geographic and demographic boundaries are crossed every day
- The challenge of working across so many boundaries can impact the quality of service delivery
- Understanding the skills required to span boundaries can unlock potential and release staff to work in harmony with each other

Contact: annietindall@nhs.net