First Annual INGRoup "Hackman-athon"

(Submission Instructions are at the end of the document)

To respond to INGRoupers desire for the conference to be more interactive and interdisciplinary, and to strengthen ties between academics and practitioners, we introduce the First Annual Hackman-athon. This new element to the program is modeled after the "hackathon" -- a creative problem-solving session constrained to a relatively short time period – and is named in honor of a major figure in our field who applied theory and problem-solving to address wicked problems involving groups--J. Richard Hackman.

The theme for the 2017 INGRoup Hackman-athon is:

"Mitigating Adverse Effects of Ad Hoc Team Formation and Composition in

Critical Care Medicine"

Problem Summary

Existing literature on team dynamics is replete with evidence highlighting the importance of careful team formation and composition processes. Over time in teams with stable memberships, efficient shared cognitive structures such as transactive memory systems and shared team and task mental models emerge; likewise, stable routines and interaction patterns emerge and positively influence team communication and coordination efforts. Trust of other team members as well as of the team as a whole increases over time, and eventually teams of individuals who work toward a common goal see their outcomes improve due to factors such as implicit coordination as they are able to anticipate each other's task-oriented needs.

Such productive team characteristics are nowhere more vital than in critical care medicine. Resuscitation teams in critical care are charged with the responsibility of caring for critically ill patients, and with responding immediately to the often-unpredictable and complex emergency medical situations that arise concerning these patients. Unfortunately, due to the limits of human resources, turnover, training, staffing practices, and, arguably, convention, teams charged with responding immediately to critical care situations are composed chiefly by propinquity – that is, composed of those care givers who happen to be physically near the patient, or who can reach the patient very quickly. These caregivers include nurses, residents, fellows, and/or other physicians who rush to the bedside where the emergency is taking place. In contrast to more permanent teams, members of these ad hoc resuscitation teams may not know each other, may have never worked together before, and may be unaware of such important factors as levels of experience and areas of specialization. To compound this ambiguity, team members often arrive

to the location at different times, and thus hold different information regarding what the patient's former state was, and how the emergency fits into the current trajectory. Additionally, depending on how the patient's situation changes over time, different specialists may be added to or subtracted from the team as the situation unfolds.

Clearly, the situation faced by ad hoc resuscitation teams is substantially different from those teams that enjoy the benefits of longevity listed above. Additionally, we are not suggesting that the team formation practices followed now be scuttled wholesale (nor do we believe this is possible). However, we do believe that by bringing together healthcare professionals familiar with these teams and team dynamics researchers in an INGRoup Hackman-athon, we may uncover ways in which these teams – even given their organizational and environmental constraints – might be able to embed new practices so as to enjoy similar, if not equal, benefits of longevity. For example, can ad hoc resuscitation teams engage in a few simple practices that might amount to "Shared Cognition Lite." How can we take what we know from research on shared cognition, implicit coordination, and other team processes and characteristics, and apply that knowledge in very practical ways to these ad hoc teams?

Program Schedule

Thursday, July 20. The Hackman-a-thon will begin with an orientation session in the afternoon. The session will include description of the problem of formation of ad hoc teams in medicine and brief overview of the state of the problems related to patient safety in healthcare. **In this session, teams will be given the specific task challenge they are to address.** Teams will have time to begin discussing ideas of their approach to this challenge. The overall schedule and rules of participation will be reviewed as well.

Friday, July 21. Teams will be assigned, **and limited to**, specific work sessions throughout the day. A **rule of participation** is that **Hackman-athon work is permitted only during these designated sessions**. The work sessions will be concurrent with regular sessions and scheduled such that team members will not have conflicts with presenting in other sessions.

Saturday July 22. A working breakfast in the morning will allow teams to finalize their solutions to be presented at an all-conference plenary session in the afternoon. The winning team will be determined by voting of conference attendees.

Hackman-athon team members are expected to be present for all of these sessions. Please note that participation in this event will not count toward the limit of no more than two submissions to the program.

For questions or further information please contact the Program Chair, Poppy McLeod at McLeodIngroup17@gmail.com

Submission Instructions

SUBMISSION DEADLINE IS MAY 15, 2017 23:00 EDT

You may submit either a **core team**, or as an **individual** to be added to a team. Details below:

Submitting a core team

Participants interested in forming and captaining a team should submit the names of no more than four people to form the core of the team. A minimum of two different disciplines must be represented in this core team, and teams are strongly encouraged to include at least one student member. The conference program committee will assign additional members to each team, for a maximum of 6 members.

Submissions should be 900 – 1,500 words. They should describe each member's discipline and contributions to the team with respect to the Hackman-athon theme, and include a statement of commitment from each person on the core team to participate in all parts of the activity. Please also identify each member's institution and academic/professional status (e.g., professorial rank; student; post-doc; professional, etc.), and who will be the team captain.

Submitting as an individual

Submissions should be no more than 500 words. Individuals interested in being added to a core team should submit description of their background and what they believe they could contribute to a team with respect to the Hackman-athon theme, and include a statement of commitment to participate in all parts of the activity if added to a team. Be sure to identify your institution and academic/professional status (e.g., professorial rank; student; post-doc; professional, etc.).

Send all submissions via email to Poppy L. McLeod, INGRoup Program Chair, 2017 at McLeodIngroup17@gmail.com by May 15, 2017, 23:00 EDT.