



## Effective Communication & Team-Building Workshop

Led by **M. Rouco and M. Guannel** with **L. Baker, R. Boiteau, R. Gradoville, N. Hawco, S. Jungbluth, V. Michelou, J. Mueller, and C. Shulse**

Effective communication and collaboration skills are paramount to the success of any workplace, yet scientists and other professionals often lack formal training in this area. On Sunday, February 23, 2014, prior to the start of the 2014 Ocean Sciences Meeting in Honolulu, 19 C-MORE and 14 other participants joined a full-day workshop to discuss and learn about effective ways to recognize and resolve conflicts arising from workplace bias. This workshop was organized by the C-MORE Professional Development Organizing Committee (PDOC), in collaboration with C-MORE faculty and the workshop facilitator, Susan Hippensteele, Professor of Women's Studies and Strategic Planning Coordinator at the University of Hawai'i at Mānoa. The workshop was offered as part of the Diversity Module of C-MORE's Professional Development Training Program.

Participants represented five C-MORE institutions (UH, WHOI, MIT, OSU, and Columbia) and five other institutions, as well as a wide range of career stages (from undergraduate to senior faculty levels) in oceanography, natural resource management, and science communication. Additionally, the workshop brought together at least ten different cultures (from the Philippines to Chile), speaking at least six different languages, with 67% of females and 33% males holding interests in issues of ethnic minority, and disabled populations. This diverse professional, cultural, and personal background of participants created the perfect scenario for the discussion of communication tools and workplace conflict-solving associated with culture, gender, race, personal history, or other biases.

The workshop consisted of group discussions about conflict mediation and a panel of speakers (Patricia Cooper, Sonya Dyhrman, Ricardo Letelier, and Angel White), who shared experiences related to diversity and effective communication. Feedback from the workshop evaluations indicated high satisfaction levels, with 100% of respondents stating that they would recommend this workshop to a peer.

University of Hawaii · Massachusetts Institute of Technology · Woods Hole Oceanographic Institution · Columbia University  
University of California Santa Cruz · Oregon State University · Monterey Bay Aquarium Research Institution

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WORKSHOP PROGRAM



Ocean Sciences Meeting  
February 23rd, 2014  
Hawaii Convention Center  
Honolulu, HI

center for microbial oceanography: research and education

**"(I learned that) I am not alone! Others have similar experiences. Almost everything I want to do is possible -- others have done it before me."**

**"Sharing our personal story fosters authenticity. It's important to recognize how others communicate."**

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