

The teamwork art in public health

A qualitative study

How can remote teams harness the creative potential of group work while minimizing the challenges of distance collaboration?

Remote group work

Methodology

Population : Master's degree students and teachers at the ISPED

Data collection : 2 focus groups with 7 students (1 hour), and 3 semi-structured interviews with ISPED's teachers

Situation analysis



Cultural, linguistic, and geographical differences



Professional and personal constraints

Diversity of skills and knowledge



Efficiency, communication, motivation

Stress, tensions, unequal contribution =

Results below expectations
Less enriching learning experience
Difficulty working together again

Teaching staff strategies

Strategic Team Formation:
By affinity, by interest, by profile, random

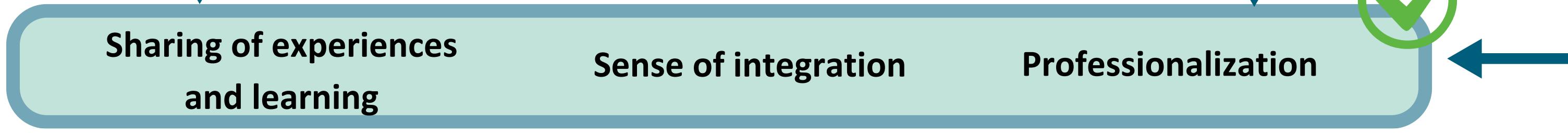
Proactive educational support:
Reminders of best practices for teamwork, Regular meetings, Interim submissions, Individual support throughout the year

Student strategies and goals

Organization:
Effective time management, fair distribution of tasks, shared leadership, Definition of clear goals, Regular follow-up meetings (and prompt problem resolution), Setting deadlines

Strengthening connections:
Humor: Creating a relaxed atmosphere, Informal moments, Icebreakers (e.g., mood of the day), Considering emotional states

Student's softskills reported



Recommendations

- Feedback, debriefing questionnaire, self-assessment.**
- Clarity of instructions.**
- Adjust strategies** according to students's needs and **improve group dynamics.**

- Diversify skills and profiles** to stimulate exchange, creativity, value each individual's potential, and encourage idea confrontation by activating transactive memory
- Tool suggestions**
 - Commitment charters
 - Post-evaluation feedback



- Limits of the study**
- Limited number of participants
 - Social desirability bias
 - Time constraints
 - Context specificity
- Strengths**
- Engagement of students and teachers
 - Multidisciplinary cross-sectional view
 - Quick implementation of recommendations