



## Multi Disciplinary Teams



























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An MDT is a group of professionals from one or more disciplines who make decisions in the best interests of their team.



COACHING STAFF		
Name/Position	Age	Nat.
 <b>Ole Gunnar Solskjaer</b> Manager	48	
 <b>Michael Carrick</b> Assistant Manager	39	
 <b>Kieran McKenna</b> Assistant Manager	34	 
 <b>Mike Phelan</b> Assistant Manager	58	 
 <b>Martyn Pert</b> Assistant Manager	43	
 <b>Emilio Alvarez Blanco</b> Goalkeeping Coach	59	
 <b>Craig Mawson</b> Goalkeeping Coach	41	
 <b>Mike Clegg</b> Conditioning Coach	43	
 <b>Jim Lawlor</b> Chief Analyst	57	
 <b>Andrew Meredith</b> Chief Analyst	49	
 <b>Richard Hawkins</b> Athletic Coach	50	
 <b>Mark Dempsey</b> Coordinator of talent management	57	



# Multi Disciplinary Teams: Key Attributes

## Examples of key attributes:

- Collaborative practice: members working together in pairs/small groups.
- Clear communication between team members.
- Defined tasks and responsibilities for each member.
- Clear goals, objectives and strategies. Every member knows where the team is going.
- Each member feels valued and has self-worth within the team.
- Support is available for each member.
- The team has an organizational structure allows for dynamic leadership.



## Multi Disciplinary Teams: Key Individual Qualities.

### Examples of key individual qualities.

- Selfless – able to put the team needs before their own. We before me.
- Empathetic.
- Self-aware.
- Effective communicator.





## Multi Disciplinary Teams: Why do they fail?

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### **Main reasons for failure.**

- Failure to define goals and objectives.
- Failure to clarify organizational structure.
- Failure to clarify roles and responsibilities.
- “Assumption Mentality” - someone else is doing it.



## Multi Disciplinary Teams: Conflict

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- Conflict is crucial within MDT to avoid 'group think.'
- Differing ideas and viewpoints lead to better performance.
- “Yes man” personalities can lead to failure – for example, Bay of Pigs fiasco in the US, 1960s.
- Need to manage conflict, using compromises within the group to move ideas forward.

