

PRBB Intervals Course Proposal

Course Title

Leading for Success in Science*

*This course is co-funded by the Intervals programme, BIST and CRG

Proposed date(s)

13, 14 and 15 June 2023

Course Language

English

Course Leader(s) and very brief summary of relevant qualifications and experience (no more than 2 lines for each trainer)

[Hfp Consulting](#) is a company that provides leadership and other professional development training exclusively to scientists. They have developed and established professional development workshops for scientist working at leading institutions in Europe, Middle East, USA, Africa and Japan. To check more about hfp consulting please read their value proposition [here](#).

Trainers: Sašo Kočevár and Romilde Manzoni

Rationale for course (why is this course of interest for the PRBB staff?)

We believe that leadership skills, essential for today's challenges in scientific work, can be acquired and developed. Our goal is to enable scientists to productively deal with challenges related to the human aspects of doing science. These aspects are traditionally not taught in academic training and we aim at filling this gap.

Course aim - general

Our aim is to design and conduct a workshop that will considerably influence and support both the present scientific work and future careers of participating group leaders. Our main focus will be to address the human aspects of doing science. We will provide a nurturing frame for practical training, as well as for scientific exchange and networking.

Specific learning outcomes (what new skills, knowledge &/or attitudes will participants to take away from the course?)

During this course, participants will:

- Improve their communication, collaboration and leadership skills
- Understand how to reach career goals more efficiently and effectively
- Learn how to enable / empower others to do good science
- Improve their (self-) organisational skills
- Exchange their experiences as leaders in science
- Learn how to better lead individual and group processes
- Strengthen their network within the PRBB community
- Be encouraged to establish and maintain a peer support group

Course contents (outline of topics to be covered)

- Key communication skills
- Dealing with group dynamics
- Establishing and maintaining collaboration
- Dealing with conflicts
- Negotiation skills
- Building a motivated research group
- Recruiting the right people
- Dealing with different personalities
- Organizing your work: setting goals, setting priorities, delegating

Training methods

We approach these topics practically. Short theoretical inputs are followed by extensive exercises. Our goal is to increase the impact of the training by allowing you to immediately apply the concepts we teach in partner work, case studies or group discussion.

Target group in PRBB (Senior scientists, postdocs, predocs, management/admin staff, all residents)

Group Leaders

Number of participants (maximum)

16

Total course hours (Please specify: a) direct training with instructor present b) required self-study.

Note: only the direct training hours will be included in the post-course certificate.

24 hours on-site training with instructor present.

Distribution of course (hours/days)

8 hours/ day

Pre-course preparation and/or between sessions?

Not required.

Material participants need to bring (laptops, etc...)

In-person: Pen and paper to take notes

Relevant background reading/ audiovisual/websites or other materials

None required prior to the workshop