## **2-day course in research leadership (target group: postdocs)**

**When:** 28th-29th of November

**Where:** Scandic Hell

**Practical information:**

* Transportation by bus will be provided on the 28th of November in the morning and back to Gløshaugen on the 29th of November after the program has ended
* Participants will be offered the possibility to stay overnight (covered by the Postdoc Action)
* Registration is binding. In case of cancellations **after the 1st of November**, a cancellation fee of 2000 NOK will be invoiced to the department of the participant. The same will apply in case of non show-up without prior notification / valid reason (e.g., in case of illness).

**Max capacity:** 34 participants

**About the course:**

The NTNU Postdoc Action Pilot project is organising a 2-day course on research leadership specifically targeted at postdocs. The main goal of the course is to support you in developing your long term research career. We will focus on understanding leadership in a research context where you might have to lead people more experienced than yourself. We will look at leadership implications related to developmental phases and archetypes of research groups, including strategic leadership and how to manage your research portfolio; – ambition and balancing dilemmas are important keywords here.

As leadership is closely connected to your relational skills we will also focus on personal leadership and how to be aware of your own talents and pitfalls – both in teamwork and supervision – and the potential for growth and development.

The course provides both theoretical introductions and practical learning activities. Working methods include plenary presentations, case-work, experience-sharing, individual tasks and group discussions.

**Course leader:**

Katrine Borgen works as a senior consultant at Mobilize Strategy Consulting AS, primarily with the university- and higher education sector in Norway. Through 2007-2017 she worked at the Norwegian Institute of Public Health, her main responsibility being post graduate education, training and coaching of professionals. She is veterinarian with a doctorate and completed a Marie Curie post doc in the Netherlands. Her academic career is mainly from interdisciplinary and international environments where public value and applied research are central.

Katrine has extensive experience with facilitating groups of professionals with different nationalities, professional and cultural background. Since 2013 she runs her private practice as gestalt therapist. Her focus is the process towards the goal – how to support individuals and organizations in finding and utilizing their full potential.

**Contact person:**

Ragnhild Lofthus (ragnhild.lofthus@ntnu.no), Rektor’s staff for research

**Programme for day 1:**

Buss to Scandic Hell (practical details will follow)

09:00 – 09:30 Welcome and introduction

09:30 – 10:45 **Leadership understanding in a research environment**

 Leadership and authority

 “How do you influence?” case from participants’ preparation

 Leading clever people

10:45 – 11:00 Break

11:00 – 12:00 **Leadership preferences and teamwork**

 “Wholebrain” preference profiles from participants’ preparation

12:00 – 13:00 Lunch

13:00 – 14:30 **Development of research organisations**

 Organisation archetypes and development phases

 Leadership implications

 Case work – “MEAL” case

14:15 – 14:30 Break

14:30 – 15:30 **Long term development of a research career**

 Ambition and the greater cause

 Situation analysis and goals

 Dilemmas

15:15 – 15:30 Break

15:30 – 17:00 **Case work – participants’ own cases**

17:00 – 17:30 Learning points – wrap up

19:00 – Dinner

**Program for day 2**

08:30 – 09:00 Morning reflection

09:00 – 10:15 **Portfolio leadership and strategic dilemmas**

 Composition and assessment of your portfolio

 Case work – participant’s own cases

10:15 – 10:30 Break

10:30 – 12:00 **Personal leadership**

 Values

 Reflective leadership

 Talent and pitfalls

 Case work – participant’s own cases

12:00 – 13:00 Lunch

13:00 – 14:00 **Project leadership**

 Adapting to new realities

 Project leadership best practice

 Case work – participant’s own cases

14:00 – 14:15 Break

14:15 – 15:30 **The interpersonal aspect of supervision**

 Expectations and mutual responsibility

 Feedback and follow up

 Case work – participant’s own cases

15:30 – 16:00 Closing remarks

Bus back to Gløshaugen (practical details will follow)