



ENTWICKLUNGSRÄUME

BERATEN.
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TRAINIEREN.

Curriculum of Training “Research Team Management”

on behalf of the

Foundation for Polish Science

Being a successful scientist today not only requires excellent research skills and a high, even outstanding professional level, but also “soft skills”, competencies in leadership and team management.

But how do you communicate well, take the right decisions and find your own style in leadership?

As a team leader, how do you make sure each member of your team knows what to do, is involved, motivated and productive? And how does your team grow and develop at its best?

In this course we will discuss what challenges a scientist faces when he or she suddenly finds him- or herself in the role of a teamleader. You will get to know models of successful leadership and reflect their impact on your day-to-day work. You will get some input on the theory of teambuilding and managing successful teams and find an opportunity to reflect and talk about your team. You are invited to bring in questions and cases of your team experience and discuss possible next steps with the other participants.

Contents of the course: Day 1: 9 am to 5:30 pm

- **Coming together** as a group:

Sociometry and getting to know one another; specifying of questions for the training.

- Different **styles in leadership** and the leadership role:

Input and discussion.

- **Motivation and skills** of employees, and its impact on leadership:

Input on the skill-will-matrix; tandem work in reflection of one’s own team, cooperative counseling to specific questions;

Input on motivation and how to reinforce it.

- Giving and receiving feedback: a basic tool for successful team management

Input and discussion; introduction of a feedback model; practical exercise it in the group, peer feedback and evaluation.



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Day 2: 8.30 am to 4:30 pm

- Phases in conflicts and how to intervene

Input and discussion; cooperative counseling on conflict situations in participant's teams.

- Characteristics of successful teams

Introduction of model and reflection on the participant's team in small groups.

- Team development: 5 phases and their specific leadership challenges

Introduction of team development model; work on leadership challenges in different development phases in small groups; reflection and individual action plan.

- Evaluation of training and individual action plan.

Self-reflection, discussion in tandems and whole group.

Methods:

- Presentation and discussion
- Work in a tandem and small groups
- Role play, scenarios and sociometry
- Reflection and cooperative counseling

There will be a one hour lunch break at 1 pm and 20 min. coffee breaks during the morning session and the afternoon session.



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