

Leadership Skills for Scientists Workshop

An engaging platform to enhance your effectiveness as a scientific leader in a complex and changing environment

EXPLORE

- Hone your communication skills to strategically liaise with stakeholders
- Develop your emotional intelligence to better connect with your team
- Adapt to different individual working styles to create a positive work environment
- Address challenging behaviours and scenarios in the workplace
- Drive strategic change to improve processes and procedures
- Increase your leadership potential through feedback and self-awareness
- Understand your organisational context and act as a culture facilitator
- Build powerful relationships through collaboration
- Enable your teams through intrinsic motivation

EXPERT FACILITATORS



Dr Desley Lodwick
BEd, MBA, PhD (Leadership)
Director
STEMMCulture: Cultivating Leaders



Dr Rachel Cameron
BSc(Hons), PhD (Medicine)
Director
STEMMCulture: Cultivating Leaders



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Leadership Skills for Scientists Workshop

BACKGROUND

Scientists often climb the leadership ladder through their scientific achievements and technical abilities. But few are prepared with the leadership skills necessary to develop and manage a best practice scientific team. To maximise performance in the laboratory and other settings, principal scientists must employ a number of skills including strong communication, emotional intelligence and authenticity.

Continuous funding cuts often cause tension and disengagement in the workplace. As a leader, it is imperative to motivate and engage your team in challenging circumstances. To achieve an inspired and ambitious team, scientific leaders must create a work environment conducive to innovation and creativity. Through various communication avenues and tactical relationship building, scientists can drive productivity and positive change whilst creating a strong supportive network for their team.

In this workshop, delegates will explore the leadership skills demanded of scientific professionals to increase team performance and fast-track research outcomes, in a real-time decision-making environment.

INTRODUCING YOUR FACILITATORS



Dr Desley Lodwick
BEd, MBA, PhD (Leadership)
Director
STEMMCulture: Cultivating Leaders

From coding in the 70s to becoming the Managing Director of a global IT company, Desley has had first-hand experience of the challenges faced in leadership roles; the barriers that hold people back and the conditions that create success.

Since 2004 Desley has completed a PhD in leadership development and has extensive experience in developing mindsets suitable for shifting workplaces to be productive, focused and creative communities.



Dr Rachel Cameron
BSc(Hons), PhD (Medicine)
Director
STEMMCulture: Cultivating Leaders

Rachel has taught at the University of Sydney, Melbourne, Monash University & the Southern School as well as being a Corporate Trainer for a team of over 70 and has worked in multiple large corporate organisations. In addition to training, Rachel has coached and developed STEM staff in organisations for the last 10 years & enjoys facilitation of learning. Rachel also actively mentors individuals.

TRAINING DELIVERY

This workshop will be delivered using a three tiered approach. The structure of each session is as follows:

1. Technical overview and review of research into the topic area under discussion
2. Practical application of management principles in the review of case studies, worked examples and interactive exercises
3. Discussion of outcomes and implementation issues

PRE-COURSE QUESTIONNAIRE

Workshop participants will have the opportunity to include comments and questions about issues outlined in the program by way of a pre-course questionnaire. This feedback will enable the course facilitator to adjust content accordingly. The workshop has limited places to allow for customisation, greater interactivity and for individual concerns to be addressed.

WHO WILL ATTEND

- Principal Research Scientists
- Technical Leaders
- Senior Science Coordinators
- Research Managers
- Scientific Professors
- Scientific Project Managers
- Heads of Science

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Leadership Skills for Scientists Workshop

Day One

Strengthen leadership skills for sustained operational success

- Understand the big picture in a VUCA (Volatile, Uncertain, Complex and Ambiguous) world
- Understand the difference between technical and adaptive problems
- Adapt your communication skills for leading in a VUCA world
- Develop the counterintuitive skills needed for dealing with complex challenges

Lead strategic change as a scientific leader

- Create a vision, and learn to guide team culture through design thinking
- Collaborate across teams to drive new initiatives and face complex challenges
- Develop your skills for strategy formation and implementation
- Improve the way critical information is delivered, presented and understood

Develop your communication skills to achieve influence

- Understand and adapt to different ways individuals make sense of the world
- Develop your one-on-one communication skills to improve individual relationships
- Increase your emotional intelligence to better connect and communicate with diverse teams

Resolve conflict and tackle challenging situations

- Break down negative perceptions between scientists and technicians to increase workplace harmony
- Strategies to identify and tactically address toxic workplace behaviours in yourself and others
- Techniques for effective conflict resolution in difficult or complex scenarios
- Navigating challenging scenarios: Difficult decision-making in a political environment

Day Two

Leadership in a STEM organisation

- Explore what is different in a STEM organisation and its implications for leaders
- Explore the limitations of personal leadership effectiveness
- Learn how systems thinking can help with resistant and persistent problems
- Facilitate cross-functional communication to break down silos and broaden perspectives

Liaise with key stakeholders

- Communicate information effectively to different stakeholders
- Write scientific reports that accommodate different stakeholders' communication styles
- Collaborate with policy and other external teams to build beneficial partnerships
- Effectively communicate technical outcomes to key, non-scientific stakeholders

Becoming deliberately developmental to realise organisational potential

- Understand constructive-developmental theory and its implications for leading people
- Gain insight into your own immunity to change
- Learn to use errors and vulnerabilities to facilitate personal and company growth
- Build team culture and embed support structures into daily fabric of working life

Drive productivity through engagement and innovation

- Timely brainstorming sessions to inspire creative thinking and produce new ideas
- Build an environment conducive to innovation and creativity in the workplace
- Identify team motivators to increase productivity and engagement in the laboratory or technical environment
- Group discussion: What is your leadership development action plan?

