

LEADERSHIP SKILLS FOR SCIENTISTS WORKSHOP

AN ENGAGING LEARNING PLATFORM TO ENHANCE YOUR EFFECTIVENESS AS A SCIENTIFIC LEADER IN A COMPLEX & CHANGING ENVIRONMENT

18 & 19
MARCH 2020
CLIFTONS AUCKLAND

EXPLORE

- ▶ **Hone** your communication skills to strategically liaise with stakeholders
- ▶ **Develop** your Emotional Intelligence (EQ) to better connect with your team
- ▶ **Adapt** to different working styles to create a positive work environment
- ▶ **Address** challenging behaviours & scenarios in the workplace
- ▶ **Drive** strategic change to improve processes & procedures
- ▶ **Increase** your leadership potential through feedback & self-awareness

EXPERT FACILITATOR



Martyn Pinckard
Consultant
Continuum Consulting Group

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ABOUT THE EVENT

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. In order 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, whilst addressing conflict simultaneously. In order 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, you 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.

TRAINING DELIVERY AND PRE-COURSE QUESTIONNAIRE

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

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.

DAY ONE

Strengthen your communication skills for operational success

- ▶ Understand and adapt to different individual communication and working styles
- ▶ Develop your one-on-one communication skills to improve individual relationships
- ▶ Working with different personalities and working styles within your team

Develop your individual leadership skills

- ▶ Understand the differences between technical expertise, people management and leadership
- ▶ Navigate the transition from the technical specialist to leader
- ▶ Increase your EQ to better connect and communicate with diverse teams
- ▶ Develop your self-awareness to encourage an active learning culture in your team
- ▶ Seeking and encouraging feedback in order to improve your leadership skills

Leading productive meetings to efficiently drive results

- ▶ Structure and lead meetings to ensure productivity
- ▶ Setting challenging objectives to efficiently drive results
- ▶ Hone your presentation and persuasion skills to improve the way critical information is delivered and understood

Resolving conflict and tackling challenging situations

- ▶ Strategies to identify and tactically address toxic workplace behaviours in yourself and others
- ▶ Techniques for effective conflict resolution in the workplace
- ▶ The brain and how it drives emotion and behaviour in the workplace

DAY TWO

Liaising with key stakeholders for project success

- ▶ Understand the communication preferences of key stakeholders
- ▶ Plan your stakeholder interactions in order to be more persuasive and effective
- ▶ Effectively communicate technical outcomes to key, non-scientific stakeholders
- ▶ Collaborate with policy and other external teams to build beneficial partnerships

Manage and develop a capable scientific team

- ▶ Tools for effective project management in the context of available resources, funding and time
- ▶ Delegate responsibilities to match tasks with employee interests and personality types
- ▶ Giving and receiving regular feedback to ensure delivery of work
- ▶ Coach your teams to deliver quality outcomes

Leading strategic change as a scientific leader

- ▶ Lead with a purpose - create a vision that aligns with team culture
- ▶ Advocate and manage change in an organisational environment to improve processes and procedures
- ▶ Formulate and articulate individual and team goals to create collaboration and results

Drive productivity through engagement and innovation

- ▶ Build an environment conducive to innovation and creativity in the workplace
- ▶ Identify team motivators to increase productivity and engagement
- ▶ Nurture and coach aspiring leaders within your team

WHO WILL ATTEND?

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

YOUR FACILITATOR

Martyn is a consultant, coach and facilitator with Continuum Consulting. He brings over 20 years' experience of working in and with central and local government combined with coaching, facilitation and training skills and practices. Prior to joining Continuum Consulting Martyn worked as a Director at the Ministry for the Environment and with the Office of the Auditor General. He has extensive experience in the procurement of significant scientific input to both public policy development and projects delivery such as air quality standards, water quality standards, contaminated land clean-up operations, climate change and sustainability issues. He has worked through the "heat" of the debate from theory and research towards satisfactory implementation of public policy outcomes on many occasions with scientists, policy managers and politicians.



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WORKSHOP SCHEDULE

- 8.30 - 9.00 Registration
- 9.00 - 10.40 Session One
- 10.40 - 11.00 Morning Tea
- 11.00 - 12.30 Session Two
- 12.30 - 1.30 Lunch
- 1.30 - 3.00 Session Three
- 3.00 - 3.20 Afternoon Tea
- 3.20 - 4.30 Session Four
- 4.30 Close of Workshop

Leadership Skills for Scientists Workshop

18 - 19 March 2020

Cliftons Auckland

Booking Form

Event Reference: ALS0320Z - A

Priority Code: I



Registration Information

Organisation Name

Address Suburb State Postcode

Booking Contact Information

Title Full Name Position Email Phone



Delegate Information

#	Title	Full Name or TBA	Position	Email
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				



Your Investment

Options (per person)	Rapid Action Rate	Value Plus Rate	Super Saver Rate	Early Bird Rate	Standard Rate
Qty	Register and pay by 29 November	Register and pay by 20 December	Register and pay by 17 January	Register and pay by 14 February	
Workshop	\$1995 + GST = (\$2294.25)	\$2195 + GST = (\$2524.25)	\$2345 + GST = (\$2696.75)	\$2495 + GST = (\$2869.25)	\$2595 + GST = (\$2984.25)
Discounted off standard rates :	Save up to \$600	Save up to \$400	Save up to \$250	Save up to \$100	All Prices listed in NZ Dollars

Group Discounts Available:	10% off Standard Rate Team of 3 - 4	20% off Standard Rate Team of 5 - 7	30% off Standard Rate Team of 8+
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TOTAL incl GST	
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Note: Course materials, refreshments & lunches are included. Travel and accommodation are NOT included. Registration Options are per person only.



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