MATHEMATICAL
PHYSICAL AND
LIFE SCIENCES
DIVISION

UNIVERSITY OF
OXFORD

2019–20
Researcher Training and Development Opportunities: Research Staff
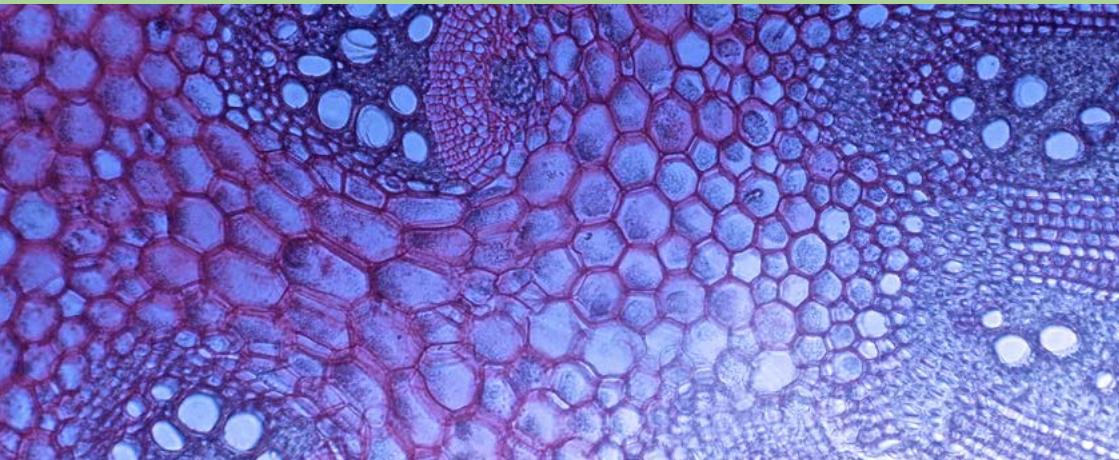
www.mpls.ox.ac.uk/training

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CAREERS

Taking Stock

09.30–16.30 | 11 Oct 2019 MT1
09.30–16.30 | 25 Oct 2019 MT2
09.30–16.30 | 15 Nov 2019 MT3

Taking stock is a career review and development programme, intended for postdocs who are in process of deciding the direction of their careers. The programme encourages participants to reflect on their achievements, strengths and career aspirations as well as to identify a personal action plan. Day one of Taking Stock is a career review day that enables you to reflect on your life/career path to date, achievements, strengths and opportunities to develop as well as produce an action plan. Day two focuses on personal impact. You will have the opportunity to be filmed and to review this in a supportive group. The day will consider use of room and space, body language, voice, language and tone, working with different audiences and message preparation and delivery. Day three involves group coaching and personal action planning.

Researchers @ science, engineering and technology fair

10.00–11.00 | 2 Nov 2019
Venue: Exam Schools, High Street. Booking via Career Connect

Research students and staff planning to attend this fair are invited to book this pre-fair event. We will hear from an employee of the exhibiting companies about their recruitment priorities, what people find most interesting in their daily activities, and the work-place culture. Through questions and discussion, you will learn more about what companies value in a doctorate and/or academic research experience and what the transition involves.

The second half of our session will focus on how to get the most from the Careers Fair, including asking insightful questions and building relationships with organisations that interest you. Time permitting, we will discuss any questions you may have about job search strategies, networking or applications

Science engineering and technology fair

11.00–14.30 | 2 Nov 2019
Venue: Exam Schools, High Street. No booking req.

This is your opportunity to find out more about internships and graduate roles with organisations from a wide range of technical areas including energy, engineering consultancy, science R&D, patent work, IT, transport and many others. Organisations attending range from leading global companies to specialist technology firms. It is aimed at undergraduates, postgraduates and research staff who are working in the areas of science, engineering, computing or maths. In addition to the main fair there will also be an opportunity to attend various talks, talk details will be available closer to the event. Careers advisers will also be on hand to answer your questions. The fair booklet will be available one week prior to the fair from www.careers.ox.ac.uk/fairs with exhibitors' details.

Pathways: For all research staff

09.00–16.30 | 20 Jan 2020
09.00–16.30 | 21 Jan 2020
09.00–16.30 | 24 Feb 2020

Are you aiming for an academic career? This three-day course will help you think in detail about what you want from an academic career, and how to start to take control and design your own pathway. On day one of the course, you will work to construct your own definition of career success, looking at both what's important to you and what's required to succeed in academia. On day two you will work on your personal impact, looking at message, body language, audience and voice; and have the opportunity to see yourself on camera. Between day two and day three (which are a month apart) you will work in a group to undertake a project; and on day three you will present the findings and outcomes of the group project and receive feedback.

Moving to a non-academic career

09.30–13.30 | 27 Feb 2020

Are you interested in exploring alternatives to the academic career path? This course is for you. You will learn about the benefits of working outside academia and hear from recruiters from other sectors. You will find out how you can apply your expertise in research in a different environment and the other skills they are looking for and how you can develop these whilst at the University. You will hear about a range of non-academic recruitment processes and how to approach different employers.

The careers conference for researchers

09.30–17.00 | 25 Mar 2020
Venue: Manor Road Building, Manor Rd, Oxford OX1 3UQ, Booking via Career Connect

The Careers Conference for Researchers targets late-stage DPhil students and research staff who are considering career options beyond academia. It combines 'day in the life of' panel sessions covering sectors of greatest interest to researchers, skills workshops and extended opportunities to engage with employers who actively look to recruit researchers.

8.6 out of 10
average feedback for courses 2018–19

Pathways: For women research staff

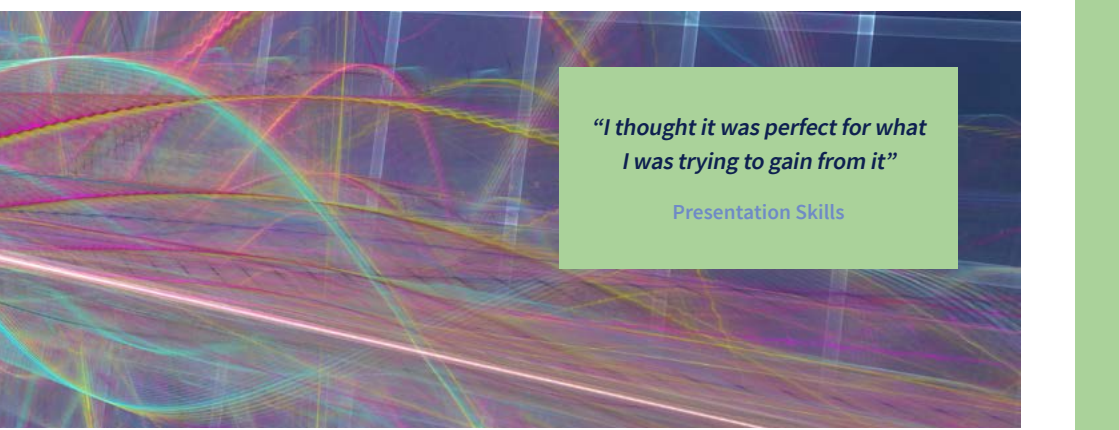**09.00–16.30** | **27 Apr 2020**
09.00–16.30 | **28 Apr 2020**
09.00–16.30 | **01 Jun 2020**

Are you aiming for an academic career? This three-day course will help you think in detail about what you want from an academic career, and how to start to take control and design your own pathway. On day one of the course, you will work to construct your own definition of career success, looking at both what's important to you and what's required to succeed in academia. On day two you will work on your personal impact, looking at message, body language, audience and voice; and have the opportunity to see yourself on camera. Between day two and day three (which are a month apart) you will work in a group to undertake a project; and on day three you will present the findings and outcomes of the group project and receive feedback.

The art of job applications

09.30–17.00 | **19 May 2020**

An interactive workshop for researchers on making successful job applications. Topics will include presenting your CV, how to approach employers, writing covering letters and interview skills.

"I thought it was perfect for what I was trying to gain from it"

Presentation Skills

COMMUNICATIONS

Introduction to presentation skills

13.30–17.00 | 22 Oct 2019
13.30–17.00 | 05 May 2020

The course will cover the key principles of planning and delivering a successful talk, and help to build your confidence. Each subject area in the MPLS Division has its own specific requirements for research presentations: please note that this course does not seek to address these.

Advanced presentations

09.30–12.30 | 30 Jan 2020
09.30–12.30 | 21 May 2020

This session is for people who have experience of presentations and want to hone their skills. You will learn how to read a group, deal with difficult situations, use humour, match your presentation to the audience, and make impact. You will learn how to get your message across so it is remembered. You will learn about timing and when you should deliver key messages. You will develop your self-awareness and understand its role in presenting.

Scientific writing: Getting your paper published

09.00–17.00 | 12 Nov 2019
09.00–17.00 | 02 Jun 2020

This course will look at the aspects you need to consider when constructing your paper; demystify peer reviewed journals by giving insider insights from science journal editors; and show you what they really want. You will learn how to choose the best journal for your work, negotiate the peer review process and deal with reviewer comments. The course will cover: why publish and how that affects how you publish; the structure of a paper; what to include in the title and abstract; open access; impact metrics and citations; ways to get published more quickly; publicising your paper once it is published.

Poster design and presentation

09.30–13.00 │ **21 Feb 2020**

This participative workshop will help you understand how to select one aspect of your research to interest and stimulate a given target audience and conference theme. The workshop will include: understanding what posters can (and cannot) do and what their objective should be; understanding the target audience; planning the content of a poster; elements of good graphic design; understanding the role of the presenter; and practising mocking up a poster in a small group.

Networking: A systematic approach

09.30–15.00 │ **9 Jun 2020**

Do you feel shy and uncomfortable at conferences? Do you feel networking is self-seeking and smacks of using people? On the contrary,

"The currency of real networking is not greed but generosity."

Keith Ferrazzi

Being at Oxford provides you with an amazing opportunity to meet a wide range of extraordinary people who could help you and who you could help. This session will enable you to develop this important skill, which will: help you make contacts; discover opportunities; open doors; and speak to the right people. It will also enable you to devise a strategic approach to networking which can have lifetime benefits for you.

To book: Go to
mpls.ox.ac.uk/training/courses
click on the course you want and
follow the booking link

ENTERPRISE

Improving your enterprise skills and your ability to identify and develop opportunities (as well as enhancing the impact of your work) will benefit you whether you pursue a career in academia or decide to move into a business, corporation, the public or voluntary sectors.

An introduction to enterprise and the researcher: How does it fit with my research and career development?

12.00–14.00 │ **16 Oct 2019**

An interactive workshop exploring the attributes of an enterprising researcher and how these can be enhanced during research activities, leading you on to other opportunities for developing these further. Lunch included.

Enterprising women

12.00–14.30 │ **29 Oct 2019, 19 Nov 2019**
12.00–14.30 │ **04 Feb 2020, 25 Feb 2020**
12.00–14.30 │ **12 May 2020, 02 Jun 2020**

A series of inspiring enterprise speakers plus a networking lunch hosted in different departments across the division. Further details will be available each term.

8.6 out of 10
average feedback for courses 2018–19

Scientific entrepreneurship

14.00–16.30 | 17 Oct and every Thursday until 12 December 2019

Success in a start-up business is significantly enhanced with an understanding of key entrepreneurial characteristics and competencies. This weekly, term-long course provides potential science/engineering entrepreneurs with knowledge to help succeed in an entrepreneurial opportunity. Topics include: how creativity, opportunity and feasibility are best evaluated; business strategies for new businesses; achieving success in a new business; financial aspects. At the end of the course students will have skills and confidence to evaluate starting a science – based business. They will become more enterprising in how they approach their work life. The course will consist of lectures accompanied with practical casework and readings. Those who successfully complete this course will be eligible for advanced courses offered in the Hilary and Trinity terms.

Generating ideas: Creating and evaluating new ideas for research

09.30–13.00 | 30 Oct 2019

Generating ideas is the essence of what makes a researcher: whether those ideas are what to research next, how to tackle a tricky research question or thinking about the impact of your discoveries. Knowing how to evaluate these ideas is the obvious next important step and a key part of the entrepreneurs' toolkit! We will use creativity and evaluation tools from a wealth of sources to get beyond the "blank page" and uncover the gems in the ideas generated. This interactive course will teach you all of this, using your research as a starting point.

## Consulting and licencing options around software: A guide for academics *NEW*

10.30–13.30 | 6 Nov 2019

Are you thinking of developing software and licensing it? Are you concerned about not inhibiting future options? Learn how you can grow your career, demonstrate impact and generate personal income using software you have developed, as part of your research activity at Oxford. This session will cover topics such as:

- Consultancy policies & procedures at Oxford
- Consulting using software I have developed
- How Oxford University Innovation can support you to license software you have developed?
- Best practice for open-source software development.
- How much should I charge for my expertise?
- Software options and pros/cons for each one.
- What consultancy work has been undertaken around software?
- How OUI Consulting Services can help you from start to finish of a consultancy project.

Presenters will include experts from: OUI and IT Services Research Support. Lunch is included during a Q&A, with each speaker available to answer your questions.
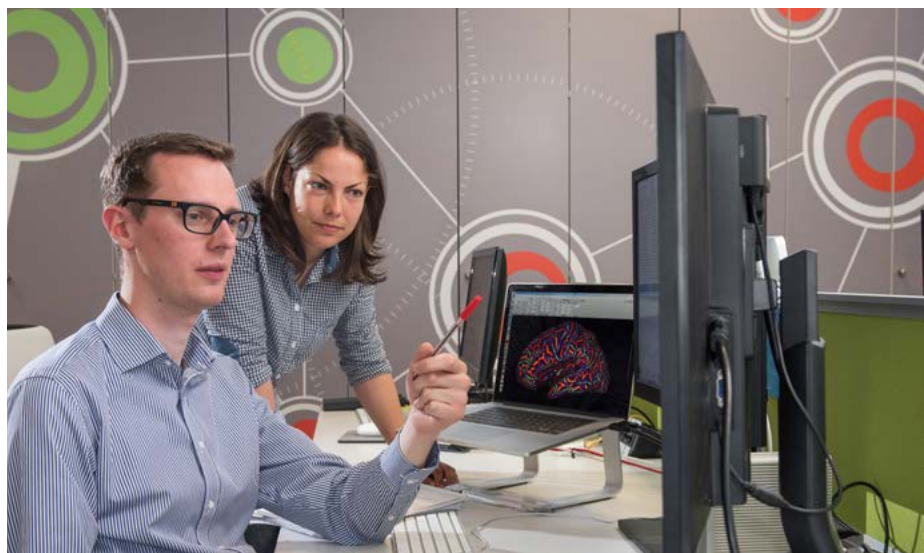
RisingWISE: Developing enterprising women in STEM

09.00–1700 | **02 Nov 2019**
09.00–1700 | **03 Nov 2019**
09.00–1700 | **30 Nov 2019**
09.00–1700 | **18 Jan 2020**

A very successful programme run jointly with Cambridge, bringing enterprising women together at weekends to:
• inspire and strengthen the Oxbridge WISE network,
• improve early-careers researchers' (ECR) knowledge and understanding of how research works within industry, explore the different mindsets and learn how their skills could apply to industry,
• create a space for ECRs to meet other women who are already working within industry, breaking down barriers which may lead to more women taking up internships and secondments within industry and/or collaborative R&D.
• offer mentoring and leadership skills development opportunities to women in industry,
• and help participants to develop their confidence, learning techniques to apply these skills and attributes in their own working environments.

Developing your ideas: Planning to add value

09.30–13.00 | **13 Nov 2019**

Possession of a 'thunderbolt' idea is not enough to guarantee success in research or business. Planning the practicalities and routes to an end 'product' (publications, further funding, marketable items) is the next pivotal step. Often this planning process brings opportunities and threats to light that can make or break your business. This interactive course will use Kanban and the value proposition canvas. With your research project as a starting point, participants will develop their projects further, learning how to add value at every step.

What did I miss? Visualising your whole research project

09.30–13.00 │ **15 Jan 2020**

Got a great idea? Bring it to reality by learning the art of careful detailed planning and visualizing your project on a single page! Planning the practicalities and routes to an end 'product' (publications, further funding, marketable items) will prove to be the pivotal step that brings both opportunities and threats to light. This interactive course will use the popular business model canvas combined with your research project as a starting point to develop your ideas further.

Innovation & entrepreneurship – bringing Oxford ideas to life

09.30–13.30 │ **22 Jan 2020**
09.30–13.30 │ **12 Feb 2020**

A whistle-stop tour of how to be enterprising with your research! Be inspired by established academics sharing their stories of innovation and enterprise, discover key insights as Oxford University Innovation explain how to make the most of your work whilst protecting your ideas and finally, learn from the best with CEOs of recent start-ups offering eye-opening case studies on how to create successful ventures.

Pitching for funding

09.30–13.00 │ **05 Feb 2020**

Those with money need to know about you and why they should place their investment in you and your venture. This may be a pitch for research funds, a pitch in an enterprise competition or a presentation asking for an R & D budget. It is a skill that is much needed for the next career step. This interactive course will use your research as a starting point but feel free to come with a business venture idea too.

8.6 out of 10
average feedback for
courses 2018–19

How to be an enterprising researcher (2 day workshop)

09.00–17.00 ⏐ 28 Jan 2020 HT #1
09.00–17.00 ⏐ 29 Jan 2020 HT #2

This fast-paced two day workshop explores all stages of the enterprise cycle – from idea generation for a new product, through to business launch. It starts with identifying potential entrepreneurial opportunities from your research or research-related skills and transforming these into business ideas through the application of creative problem solving processes. Teams then work with potential applications of a new discovery to explore novel product ideas, developing insights into aspects of business through producing a prototype model of the new product, a marketing website or plan, a cash flow, and an Intellectual Property Rights statement.

Marketing your research to the outside world

09.30–13.00 ⏐ 26 Feb 2020

Science seldom exists in a vacuum – working with other 'stakeholder' groups brings an array of benefits not to mention the potential for funding. Ensuring you have the right message for the right person in a language they can understand will foster the necessary relationships that will lead to success. A personal history of collaboration and funding is increasingly sought after on fellowship and lectureship applications. This course aims to get you thinking about widening your research through collaboration with others (academics, companies, charities, patients…).

To book: Go to
mpls.ox.ac.uk/training/courses
click on the course you want and
follow the booking link

How can we fund sustainable energy? (programme run jointly with the Smith School)

09.00–17.00 │ **16 March 2020**
09.00–17.00 │ **17 March 2020**
09.00–17.00 │ **18 March 2020**
09.00–17.00 │ **19 March 2020**

Technological innovations alone will not deliver a sustainable energy future: the financing and politics of energy change creates significant obstacles and opportunities that must also be understood and addressed. This four-day programme has been designed to enable technical students with limited knowledge of economics and financial markets to understand the players and the drivers behind markets and other funding models for energy, carbon risk and disclosure in the developed and developing worlds.

Being part of an effective and enterprising team

09.30–13.00 │ **18 March 2020**

Science and technology simply could not thrive without teamwork – research groups, start-ups and corporate R&D all use teams to move projects forward. Bringing a mixture of talents and personalities together can be extremely fruitful but can also cause friction. Understanding people's team preferences, what motivates a team and some common pitfalls will give you an advantage not just as an entrepreneur but in other areas of your life.

Pitching yourself: How to get people interested in you and your research

09.30–13.00 │ **29 April 2020**

"Make the most of every opportunity" is often stated as key to a successful career but how can we make the most of those opportunities?

Using your research as a starting point this interactive course will get you practising a series of pitches with your peers, interspersed with expert tips and tricks and personalised feedback. The aim is to hook the audience in, whether it is about your research or a new business venture.

Making an Impact: Innovation, enterprise and developing your ideas for funding

09.00–17.00 │ 08 June 2020
09.00–17.00 │ 09 June 2020
09.00–17.00 │ 10 June 2020
09.00–17.00 │ 11 June 2020

A four-day course for DPhil students and Early Career Researchers which will offer participants:

- greater understanding of how to communicate the impacts of their research and expertise
- development of skills in problem solving, team working, and project management
- understanding of the significance of Intellectual Property and Patents
- understanding of how to research the needs and requirements of funders, stakeholders and industry partners
- tools for working confidently and productively with business/industry and other partners
- how to pitch successfully to fund projects

Negotiation skills *NEW*

See Research Leadership and Management page p28
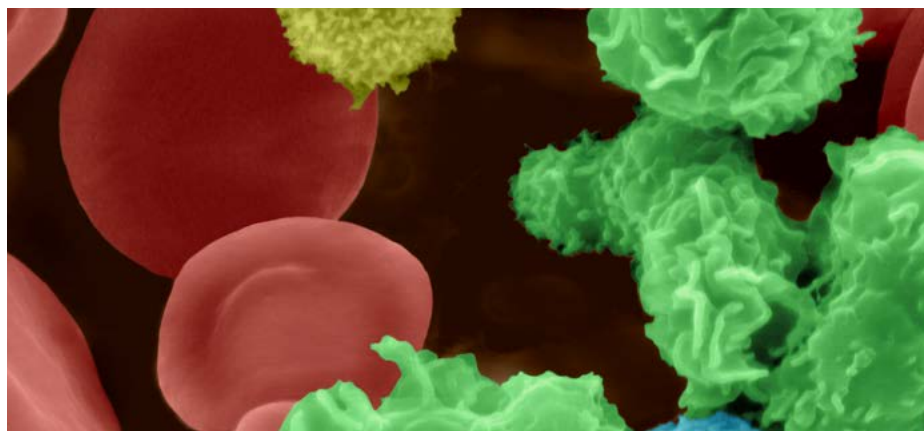
INDUCTION

Optimising your time at Oxford

12.00–14.30 │ **16 Oct 2019**
12.00–14.30 │ **22 Jan 2020**
12.00–14.30 │ **20 May 2020**

Congratulations, you have got a research post at Oxford. But, what next? How do you manage your time at Oxford? This session looks at what being a post-doc means, what the opportunities and constraints are. It will also outline the support available to help you make the most of your time at the University. You will hear from the Careers Service, Research Services, the Oxford Research Staff Society, and about Public Engagement & Impact, Research Integrity and Enterprise. Lunch is included.

Welcome event for research staff

09.30–14.00 │ **08 Oct 2019**
09.30–14.00 │ **12 Feb 2020**
09.30–14.00 │ **21 May 2020**

This event is for research staff (postdocs, research fellows, research assistants etc, typically at Grade 6 or above). In a big university like Oxford, it's not always easy to find out about the opportunities open to you and how to make the most of your time here. This event will give you an overview of what is available to you in terms of career and personal development and the chance to meet other researchers who, like you, are new to Oxford.

After attending this event, you will be better able to:
• identify sources of help and support for your career and development;
• start to plan what you want out of your time here and how to make it happen.
Book via Oxford Learning Institute: www.learning.ox.ac.uk

LEARNING AND TEACHING

Teaching: Reviewing first steps

12.00–14.30 │ 14 Nov 2019 MT
12.00–14.30 │ 19 Feb 2020 HT

This is an opportunity for you to think about your first teaching experiences at Oxford and to discuss them with others who are also new to university teaching from within MPLS. Areas covered in this interactive workshop will include: strategies for identifying your teaching strengths and areas for improvement; ideas for addressing common issues in teaching; practical suggestions for how to evaluate your teaching; signposting to useful teaching resources and development opportunities at the University. All participants should have completed a small amount of teaching within the University of Oxford.

Developing learning and teaching programme

09.30–12.30 │ 23 Oct 2019 MT1
09.30–12.30 │ 06 Nov 2019 MT2
09.30–12.30 │ 20 Nov 2019 MT3

09.30–12.30 │ 29 Jan 2020 HT1
09.30–12.30 │ 12 Feb 2020 HT2
09.30–12.30 │ 26 Feb 2020 HT3

If you are a postdoctoral researcher or DPhil student teaching in MPLS, this three day course offers an opportunity for you to find ways to make your teaching more effective, learn how to take a more evidence-based approach to your teaching and your students' learning, and gain a portable qualification that will enhance your employability in academia.

To book: Go to
mpls.ox.ac.uk/training/courses
click on the course you want and
follow the booking link

PERSONAL & PROFESSIONAL DEVELOPMENT

Oxford women's development programme *NEW*

9.30–16.30 │ **04 Feb 2020 HT1**
9.30–16.30 │ **25 Feb 2020 HT2**
9.30–16.30 │ **17 Mar 2020 HT3**

This programme is designed to help researchers develop self-awareness and an understanding of who they are and what is important to them as individuals.

It aims to help develop the emotional resilience and confidence needed to achieve personal and professional development goals successfully. The programme enables individuals to gain insights into what they are capable of now and what they want to be capable of in the future. It will encourage individuals to create and implement a personal development plan with clearly identified short, medium and long term goals which will support continuing personal and professional development. The Hilary Term iteration of the programme is being offered to women only: future ones will be open to all and if you are interested please inform us via the website.

PUBLIC ENGAGEMENT

Public engagement with research 101

09.30–12.30 | 30 Oct 2019
10.00–13.00 | 03 Dec 2019
09.30–12.30 | 05 Feb 2020
10.00–13.00 | 14 May 2020

Engagement describes the myriad of ways that we can share our research and its value by interacting with wider public audiences, generating mutual benefit. We look at what public engagement is and some of the reasons why you might want to do it. We'll highlight the multitude of different approaches you can take, including real examples from the University and further afield. We'll provide tips on getting started and where to get support. Researchers will present their experiences and answer your questions.

Telling stories that matter: Communicating your research through story

10.00–16.00 | 08 Nov 2019
10.00–16.00 | 12 Feb 2020
10.00–16.00 | 20 May 2020

Discover what elements of storytelling and narrative can be used to enhance a profession in the sciences. Craft compelling and moving stories from your experiences as a scientist using these key story elements: character, conflict, structure, metaphor and description. Apply these storytelling and narrative skills to working in the sciences: communicating research to a range of audiences (including publics, media and funding bodies); enhancing presentation skills; telling scientific stories across a range of media. Robert Holtom is a professional storyteller and consultant who has worked with a range of organisations to help them refine and hone their stories for a variety of audiences.

Storytelling and narrative skills: One-to-one coaching

13.00–17.00 | **19 Nov 2019**
13.00–17.00 | **04 Mar 2020**
13.00–17.00 | **03 Jun 2020**

OPEN TO ATTENDEES OF 'TELLING STORIES THAT MATTER' WORKSHOPS IN FIRST INSTANCE: Book a half hour session of individual coaching and feedback on your presentation/storytelling work, whether you want to develop a story for an event, practice a presentation, craft/edit a piece of written/filmed work (e.g. blog, article, vlog, video) and/or develop public speaking skills.

Podcast your science

09.30–16.30 | **27 Nov 2019**
09.30–16.30 | **04 Mar 2020**
09.30–16.30 | **10 Jun 2020**

From inception to publication; this practical session delivered by Emily Elias, journalist and producer of the Oxford Sparks podcast series, is a whirlwind tour through the basics of how to share your research in an engaging manner through podcasting. The session will introduce approaches to podcasting, present inspiration from a range of different podcast styles, and take you step-by-step through the basic technical skills of recording, editing and publishing audio files; you'll have the chance to develop an idea and have a go recording it with support and feedback during the day.

Podcasting one-to-one coaching sessions *NEW*

13.00–17.00 | **25 Mar 2020**

Book a half hour session of individual coaching and feedback on your podcasting work, from technical tips to journalistic insight in to editing and identifying stories.

8.6 out of 10
average feedback for courses 2018–19

Beyond Communications: effective two-way engagement

09.30–12.30 │ **14 Nov 2019**
09.30–12.30 │ **27 Feb 2020**
09.30–12.30 │ **04 Jun 2020**

In this introductory session you will explore how to introduce opportunities to transform your public engagement in to a rich, two-way, interactive experience. Dialogue and debate are valuable approaches to move beyond communication. It can provide the means to make any informative activity more engaging for those taking part. The session will highlight examples, practical tips and provide the opportunity for you to start to develop your own ideas and plans.

Policy engagement: An introduction *NEW*

10.00–14.00 │ **12 Nov 2019**
10.00–14.00 │ **28 Nov 2019**

What is the relevance of my research to policy? Are policymakers really interested in my expertise? What is policy anyway? And who really makes it? If you're a Y3+ doctoral candidate or early-career researcher looking for answers these or similar questions – whether you're looking to make more impact, strengthen your case for funding or simply to make your research more interesting, challenging and satisfying – this course may be for you.

Some of the most policy engaged academics from across the University, the new policy engagement team and researcher developers are teaming up to deliver this new introduction to policy, those who make it, and the mutual benefits that researchers and policymakers can derive from closer engagement. Booking via Social Sciences: www.socsci.ox.ac.uk/welcome-to-researcher-development

"The course was spot on for me – having so many practical exercises was great"

Telling Stories that matter

RESEARCH

Research integrity online course

www.mpls.ox.ac.uk/online-courses

Responsible behaviour is a fundamental component of quality research. Research integrity is not something you go back and consider when everything else is done, nor is it a set of bureaucratic hoops to jump through. Sound, reliable research begins with knowing and meeting your responsibilities as a researcher.

This online course will provide you with a basic overview of your responsibilities. It is then up to you to meet them. By the end of the course, you should be able to:

- Know, understand and explain the key responsibilities you have as a researcher
- Identify the challenges you could face in meeting those responsibilities
- Be aware of strategies for dealing with pressures and difficult situations.

How to work with your principal investigator

09.30–17.00 | 07 Nov 2019

This session will look at establishing effective working relationships with your principal investigator and other colleagues. It will help you to understand how you communicate currently and how you can develop your strengths and minimise your weaknesses. It will also look at the ways in which you can contribute to and develop the research group in which you work.

Writing successful research proposals

14.00–17.00 | 13 Nov 2019
09.30–12.30 | 13 Feb 2020

External research funding is a crucial part of the research profile of universities and is a major issue for academic staff. The key factors in developing successful proposals will be identified as will the requirements of specific research councils.

Project management: The essentials

09.30–17.00 | **21 Nov 2019**
09.30–17.00 | **03 Jun 2020**

The focus of the day will be to provide a practical 'project management toolbox' that you can use in your daily work. During the course you will have the opportunity to manage a project. You will be able to apply the techniques you learn to a project that you bring along. Topics covered: project initiation, managing stakeholders and risk, time estimation, planning.

Time management

09.30–12.00 | **27 Nov 2019**
09.30–12.00 | **26 Feb 2020**

An essential skill for researchers. Issues covered will include work-life balance, planning, prioritising, the need to differentiate between importance and urgency, and using a range of strategies and time-saving ideas

How to peer review journals

14.00–17.00 | **18 Mar 2020**

The ability to review manuscripts should be a core skill of every research scientist. This course will explain how the system works, and what is expected of reviewers. By participating in exercises and discussions participants will learn how to review manuscripts quickly and effectively. This course is designed for science postdocs and researchers at an early stage of their career who have little or no experience of reviewing manuscripts for journals

"Really useful"

Project management

How to write a fellowship application

09.30–12.30 │ **23 Apr 2020**
09.30–12.30 │ **10 Jun 2020**

Gaining a research fellowship is a major step on the academic career ladder. This session will help you to understand the dos and don'ts of application. It will guide you through the process and explain the support that is available. A holder of a research fellowship will discuss their application experience.

Statistics: An introduction for MPLS researchers *NEW*

15.00–17.00 │ **29 Jan 2020**
15.00–17.00 │ **12 Feb 2020**
15.00–17.00 │ **26 Feb 2020**
15.00–17.00 │ **11 Mar 2020**

This course will provide an introduction to basic statistical concepts, methods and tools for scientific research. The aim is for you to start to develop statistical literacy for carrying out and reporting on your research.

To book: Go to
mpls.ox.ac.uk/training/courses
click on the course you want and
follow the booking link

8.6 out of 10
average feedback for
courses 2018–19

RESEARCH LEADERSHIP AND MANAGEMENT

Negotiating: Preparing *NEW*

14.00–17.00 | **28 Oct 2019**

This workshop will help you lay the foundations for effective negotiations. It will help you recognise your own motivations and preferences, and explore what you need and want from various situations. You'll have the opportunity to practice with alternative perspectives, prepare personal strategies that cultivate courage and play to your own strengths. The focus is on preparing yourself so that you feel empowered to negotiate should you choose to. For some the prospect of any kind of negotiation is daunting so this session is designed to help you identify and overcome the obstacles you perceive, build your confidence, and provide strategies to help you prepare effectively for any negotiation.

Negotiating skills *NEW*

14.00–17.00 | **18 Nov 2019**

Negotiation is a form of communication, and a skill that can be acquired and developed alongside other communication skills. In this workshop you'll start with analysing what you want (and need) from a negotiation, and explore creative solutions that might meet those objectives. You will experiment with methods of communicating what you want, and how to ask the questions that bring you and the parties you negotiate with to a better mutual understanding. You will identify and build on your assertiveness skills, and adapt a negotiation framework to your preferences. With practice, you will enable yourself to have open and constructive conversations, and move negotiations towards a more satisfying conclusion, ultimately achieving more of your objectives whilst working collaboratively with others to achieve theirs.

Coaching skills *NEW*

09.30–12.30 | **11 Mar 2020**

Coaching skills can help you build positive and effective working relationships. This workshop will introduce you to the role of coaching and coaching skills in the workplace, and when and how to use the skills.

It will also introduce you to an accessible coaching model to help you structure coaching conversations where and when appropriate. You will have the opportunity to take part in a practice coaching conversation using your own real-life examples, topics or challenges. Please be ready to share one topic with just two or three colleagues in the group. This may be a problem or decision you want to work through, clarity on career choices, a work relationship you want to improve, or any area of work where you would like to develop your confidence – anything you would like to look at and do not mind sharing in a supportive and confidential space.

Managing researchers: An introduction for postdocs

09.30–17.00 | **08 Apr 2020**

It is not unusual for postdocs to find themselves managing other researchers, either formally or informally. It is also rare that they have had any training in this crucial role. This workshop seeks to address this gap by exploring what it means to manage others, what makes a research group productive and what the role of the manager is at each stage of a researcher's contract or career. It is aimed at those postdocs who manage research staff and who supervise students.

So you want to be a principal investigator

14.00–16.00 │ **31 Jan 2020**
09.30–11.30 │ **12 May 2020**

Are you considering becoming a PI? What does it mean to be a PI and what are the routes to becoming one? The session will explore the perspective of the funders and of departments. Both are critical in enabling the transition from postdoc to research independence. There is no single route to becoming a PI at Oxford, so the session focuses on what you can do to increase your chances of making the most of any opportunity that arises and of what you might need to do to create such an opportunity. It also looks at what the life of a PI is like, drawing heavily on research that Oxford Learning Institute did in 2015 on the transition from DPhil to PI and using the words of those who have made that transition. There is no set of steps or rules that guarantee success, so the emphasis is on exploration and on learning from those who made the transition, and from each other. There is an element of 'Are you sure this is what you want?' as we look at the first year or so in the life of a PI and the challenges they face to keep going.

Leadership in action

09.30–17.00 │ **09 Sep 2020**
09.30–17.00 │ **10 Sep 2020**
09.30–17.00 │ **11 Sep 2020**

Leadership in Action allows researchers to explore and develop their leadership skills. Participants have the opportunity to look at relevant theory, to practice their unique leadership styles and to receive feedback. This programme takes an experiential approach. It includes presentations on leadership theory, but for the most part researchers actively participate in the sessions and activities.

"I learned so much more than I thought I would"

Leadership in Action

RESILIENCE

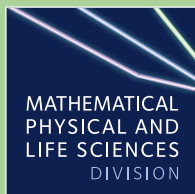## Face your fears and deal with them

09.30–17.00 | **05 Mar 2020**

The things that frequently hold people back, restricting their success and affects working lives more than any other issue are negative emotions like fear, nerves and anxieties. This session will help you to analyse your own fears, evaluate and find out what triggers your own nerves and develop techniques to reduce or eliminate them. The session can help you with overcoming anxiety with presentation skills, dealing with change and coping with rejection.

Overcoming the imposter syndrome

09.30–17.00 | **30 Apr 2020**

• Do you have a constant fear that you will be exposed as a fraud?
• Do you worry a lot about your own credibility or that you will be criticised?
• Are you your own worst critic and enemy?
• Do you hold back for fear of criticism?

These types of recurring thoughts and fears are part of a process known as self-handicapping and is incredibly common. This workshop will help you understand why you have these fears and engage in self-handicapping, and what to do about it to become more confident and self-assured.

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