Research Management Mastery
- Run an efficient lab -

The Research Management Program is a comprehensive training program designed to help individuals and organizations develop their research management skills.

The program is structured around the LIT process, which stands for Learn – Implement – Transform. The LIT process is designed to help participants internalize the concepts and skills taught in the program, and apply them to their work in a practical and effective manner.

Learn

You receive comprehensive training on the key concepts and techniques of research management.

We provide you recorded video training sessions to cover the core training and management principles. Here, we pull on the most appropriate team management approaches & frameworks suited for small and medium-size research teams.

Implement

You put the lessons learned into action. This involves adapting the management systems to your specific needs and working with your team to ensure they are implemented effectively. The implementation is guided by our experienced coaches, who provide support and ensure the transformation takes hold. Leadership & management is best learned by doing it.

You join group coaching sessions to discuss the course content and develop strategies for implementation with your team. This is your safe forum to bounce around ideas and address any challenges that you may encounter.

We also created additional videos with examples for training implementation that cover how we implemented the tools that you'll learn with our research and corporate teams. We will share what works or what doesn't and how you can create a great experience for yourself and your team.

For all our techniques and tools we created templates, from which you can derive your very own exclusive team manifesto.

Transform

As a result of this implementation, the transformation of your working culture has already started. The use of modern management systems becomes part of your team's DNA, and continuous improvement becomes an integral part of your daily routines.

The overall goal of the Research Management Program is to equip participants with the knowledge, skills, and confidence they need to effectively manage research projects,

and to support the development of high-quality, impactful research that drives progress and innovation in their field.

Content

The 9 modules of the program cover:

1. Process management: Understand how your daily work flows and why processes brake down. Set standards for processes, e.g. lab documentation, and learn how to create accountability so that you don't have to constantly remind your team.

2. Problem Solving: Learn various methods for tackling problems of different magnitudes and train your team to distinguish clear, complicated, complex, and chaotic contexts, so that you are not spending your time solving problems that your team can handle or are out of the loop when you should be involved.

3. Process Optimization / Lean Management: Learn about frameworks that help you understand how to identify and reduce waste as part of your process optimization. Identify areas of wastefulness in your processes.

4. Your Productivity: Get an overview on what you waste your time and energy on. Learn about and use frameworks for prioritizing your tasks. Get a grip on your calendar and emails.

5. Team Productivity: Determine what you and your team currently spend time on. Change your and your team's priorities and re-allocate your time budget. Learn how to conduct efficient and effective meetings.

6. Project management: Learn about different ways to manage projects and how to teach your team, so that members can manage their own projects efficiently without your constant oversight.

7. Agile Project Management: Learn another project management approach which often reflects the needs of researchers better than the traditional approaches. Learn how to make progress in iterations.

8. Performance Management: Learn how to set engaging targets for your team and how to measure success even if progress is slow and part of it is learning. Get an introduction to Key Performance Indicators (KPIs) and Objectives & Key Results (OKRs), a process that Stefanie has used quite effectively with her research team. Learn how to speak about good as well as improvable performance without ruffling feathers and encountering drama.

9. Team Development: Get a handle on skill development and take the awkwardness and pain out of providing feedback to your team. You will map out a skill matrix to get an unbiased and fair view of competencies and different level of skill of your team. You will learn how to encourage growth without discouraging your team.

Structure

The program is structured as follows:

1. *Recorded video training sessions* to cover the core training and management principles. Here, we pull on the most appropriate team management approaches & frameworks suited for small and medium-size research teams.

2. *Implementation with your team.* Rather than relying on case studies that may or may not apply to your individual situation, you will implement with your team as we go and get feedback from us. Leadership & management is best learned by doing it.

3. *Group coaching sessions* to discuss the course content and develop strategies for implementation with your team. This is your safe forum to bounce around ideas and address any challenges that you may encounter.

4. *1:1 sessions* during the program to keep you on track

5. *Videos with examples* for training implementation that cover how we implemented the tools that you'll learn with our research and corporate teams. We will share what works or what doesn't and how you can create a great experience for yourself and your team.

6. *Templates* for work processes, skill development matrix, the living research team manifesto etc. that will make it easier and quicker for you to build smooth systems. We spent months creating these tools and adapting them to the work of research teams.

Tuition

The tuition for the **Research Mentoring Mastery 6-months program is € 6,750 + 19% VAT.** You may qualify for a discount if you agree to provide three short video testimonials documenting your progress throughout the program.