Program overview

Research careers can be diverse, rewarding and exciting, yet the move from being an early career researcher to becoming a research leader can also be complex and challenging. A common concern for researchers lies in developing the skills, profile and momentum to move from being a researcher to becoming a *research leader* – an expert, a skilled colleague and collaborator, a leader of teams, projects or programs of research.

Advancing your Research Career: Strategies for Research Leadership will support you in taking a reflective and strategic approach to developing your research career. This online training program will help you articulate your research goals and build a clear strategy for your individual career development.

Who is the program for?

The program is aimed at early- to mid-career researchers and HDR candidates, but the practical guidance and career-planning tools will benefit researchers at any stage. The content was developed through a unique process of global collaboration with leading experts and institutions in the UK, Australia and New Zealand. It is effective across all fields and disciplines.

There are 10 concise modules each taking 30-60 minutes. You can complete the program as presented or determine your own pathway in line with your needs, role, and schedule.

What does it cost?

Griffith University has invested in the *Advancing your Research Career: Strategies for Research Leadership* program to support early- to mid-career researchers. There is no cost to participating in this course. This will be reviewed in June 2024.

Learning outcomes

At the end of this program learners will be able to:

- Recognise the influences and factors that can impact on research careers
- Develop a strategic and reflective approach to managing their research career
- Acquire a comprehensive grounding in the key capabilities that underpin successful research leadership and consider opportunities to apply and further develop these capabilities
- Identify strategies, tools, opportunities and people to help establish themselves as research leaders
- Set realistic goals for career development and appreciate the importance of measuring progress towards them

How to enrol

Self-enrol through Learning@Griffith:

- Login to Learning@Griffith and select the **Organisations** menu
- Search for "**Advancing**"
- Hover mouse over ID 20220601 and select the drop down menu
- Enrol > Submit > OK

Module content

Module 1: Actively managing your research career

- Your identity, goals and motivations
- Career pathways within and beyond academia
- Research leadership
- Developing a strategy for career planning and management
- Writing impactful narratives and evidencing success
- Managing priorities and competing commitments
- Sources of support for career development

Module 2: Shaping positive research cultures

- Importance of culture
- Psychological safety for best performance
- The impact of leadership styles
- Fostering wellbeing (yours and others)
- Leadership to build healthy research cultures
- Research ethics and integrity as part of research culture

Module 3: The value of mentoring to your research career

- Understanding mentoring for professional learning
- Using mentoring to advance your research career
- Identifying and recruiting mentors to support career development
- How to get the most out of working with mentors
- Building your expertise as a mentor

Module 4: Accelerating the impact of research through engagement

- Defining impact and the importance of engagement in a successful research career
- Building engagement to invigorate your research
- Developing your engagement strategy
- Designing your knowledge exchange strategy
- Evaluating and tracking your engagement and impact

Module 5: Funding your research

- Understanding your institutional and global funding environment
- Assessing your funding competitiveness
- Planning your strategy
- Planning and writing your grant application
- Review process and learning from feedback

Module 6: Leadership for successful project management

- Why research project management matters
- Managing scope, time, resources and costs
- Risks to research projects
- Building relationships and communicating with stakeholders
- Quality assurance
- Integration management – coordinating the project

Module 7: Collaboration

- Understanding collaboration in research leadership
- Identifying and developing the right partnerships
- Negotiating collaborative partnerships
- Managing a collaboration
- International collaborations
- Interdisciplinary collaborations
- Cross-sector collaborations/working with industry, the third sector and community
- Reaching the end of a collaboration

Module 8: Managing a research team

- What makes an effective team leader and manager?
- Differences between leadership and management
- Identifying the tone and setting direction for your team
- Creating a supportive structure
- Reviewing progress and keeping on track
- Understanding team dynamics
- Communication strategies
- Reviewing performance: feedback and appraisal
- Managing difficult conversations

Module 9: Communicating your research

- Communication and publication strategies
- Understanding your audience
- Building your profile, voice and visibility
- Academic publishing
- Peer review and feedback
- Open access/open research
- Conference presentations
- Working with the media
- Social media

Module 10: Reflective practice and career development

This flexible career planning module is based on a series of activities and reflections that will guide you to develop personal and professional narrative statements for your career development and an action plan, drawing on the learning contained within the program.

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