ReaL
RESEARCH LEADERSHIP 2015-2016

STEP 1 - Researchers in an early stage of the research career

FRAMEWORK

Theme	Contents	Dates
INTERVIEWS	The course leaders interview all the participants as an introduction and in preparation for the program.	**18-28/8**
COURSE INTRODUCTION **- getting to know one another and each other's research**	Presenting the programme and the course participants. Working in an academic organisation. Research and research leadership. Presentations of the participants own research.	**29/9**
THE UNIVERSITY AS AN ORGANISATION **- being part of a context**	The University's and the Faculty's organisation and support functions. The University's career structure. Financial and staff functions. Rules and regulations	**20/10**
LEADERSHIP **- creating the best conditions**	The role of the research leader. Project management for a research group. Leading groups and individuals. Building a research group and a network. Personal leadership.	**17/11**
RESEARCH FUNDING **- being successful in applying**	Information regarding various research councils and foundations. Writing an application. Your own CV. The review process.	**8/12**
RECRUITING **- carrying out successful recruitment**	The recruitment process, formal and informal. How do you ensure that the best candidate applies? How do you find the best candidate? Evaluating CVs. Job interviews. Selecting and hiring.	**26/1**
COMMUNICATION AND CONFLICT MANAGEMENT **- developing skills**	In the role as a leader, researcher and teacher. In groups and networks. Stimulating a creative climate. Developing a good culture characterized by research ethics and equality	**23/2**
RESEARCH CAREER **- planning for the future**	Knowledge and skills needed to develop the society. Career paths, inside and outside of academia. The importance of education for research and vice versa. External information on education and innovation	**15/3**
CONCLUSIONS **- facing the future**	Completion. Creativity and research for the future. My own further development as a researcher	**19/4**

The programme's educational design

The programme starts with the course leaders interviewing all participants individually based on their CVs and self-evaluations. The other parts of the programme include lectures, participant presentations, group discussions and other group exercises. On isolated occasions, role play may be used to highlight a problem or event. The programme concludes with establishing a dynamic career plan, which focuses on the researcher's future career.