

Taking Control of your Career

Transition to Research Leader

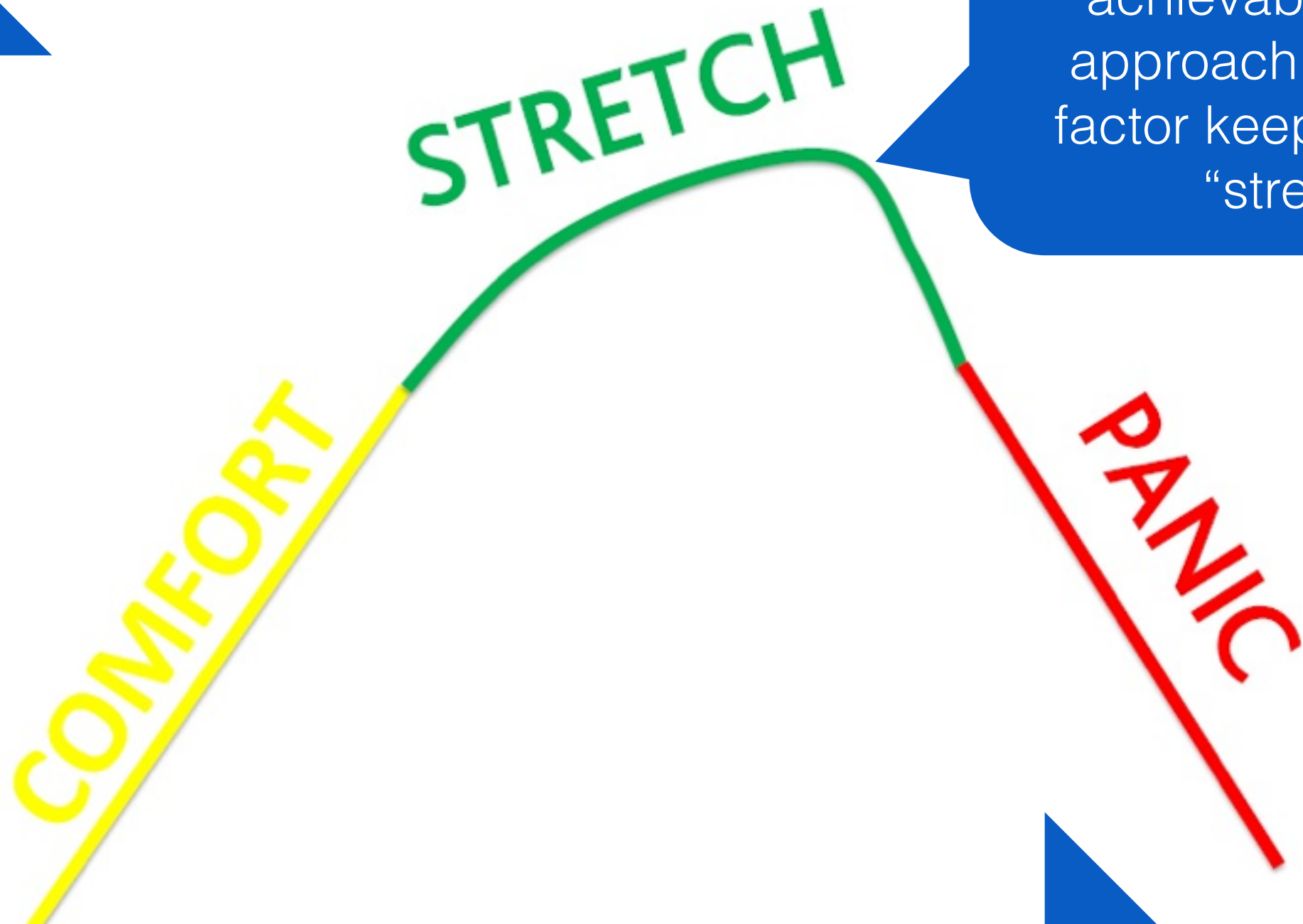
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What does it take to be
a Research Leader?



An academic career is challenging but achievable. YOUR approach is the key factor keeping you in “stretch”



The transition to research leadership

Two themes will emerge

Things I need other people to help me with

Things I need to do/change/start for yourself

Theme One

Successful academics

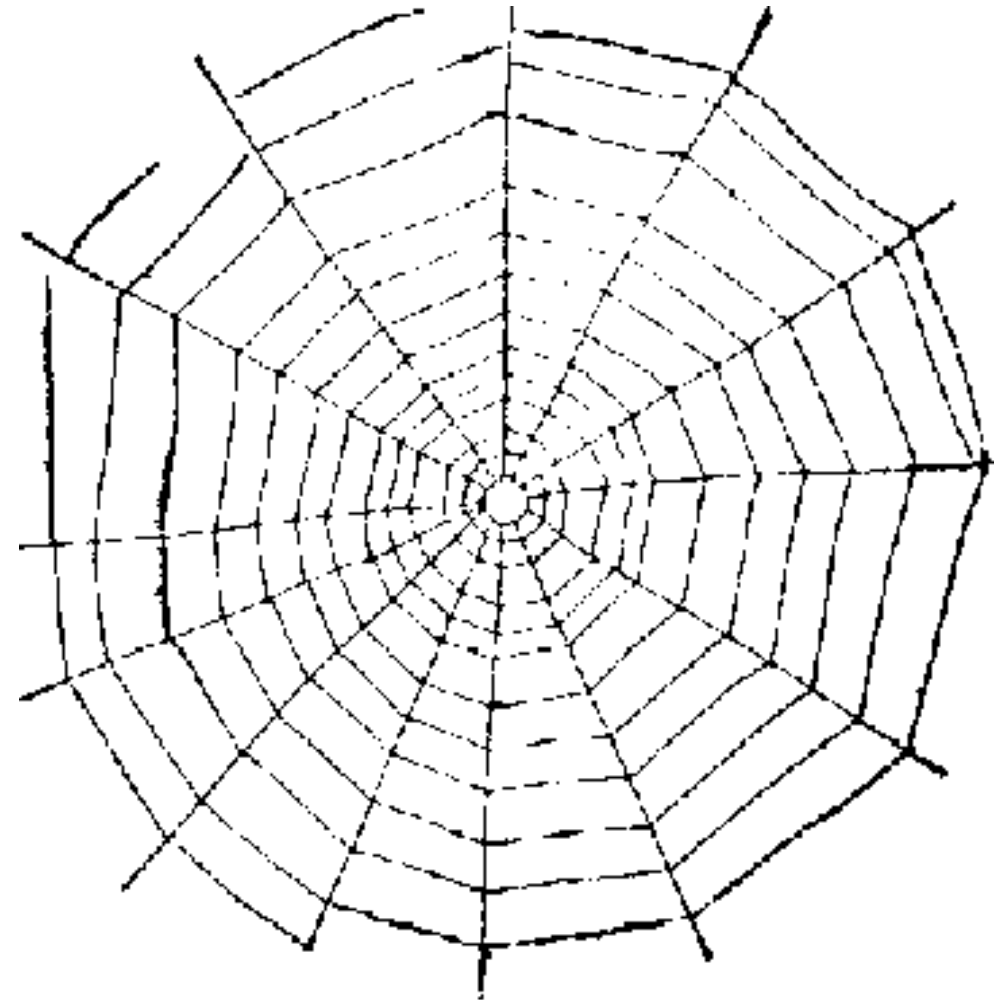
Are given/ask for opportunities

Are known for successes and achievements

Use their networks to save time and reduce stress

Let's start with your network

- Provide opportunities
- Celebrate successes
- Influence agendas
- Network “hubs”
- Critical friends
- Mentors
- Funding
- Complementary expertise



Career network analysis

Think about your research interests

Think about the challenges you're facing/will face

Think about the networks of successful people

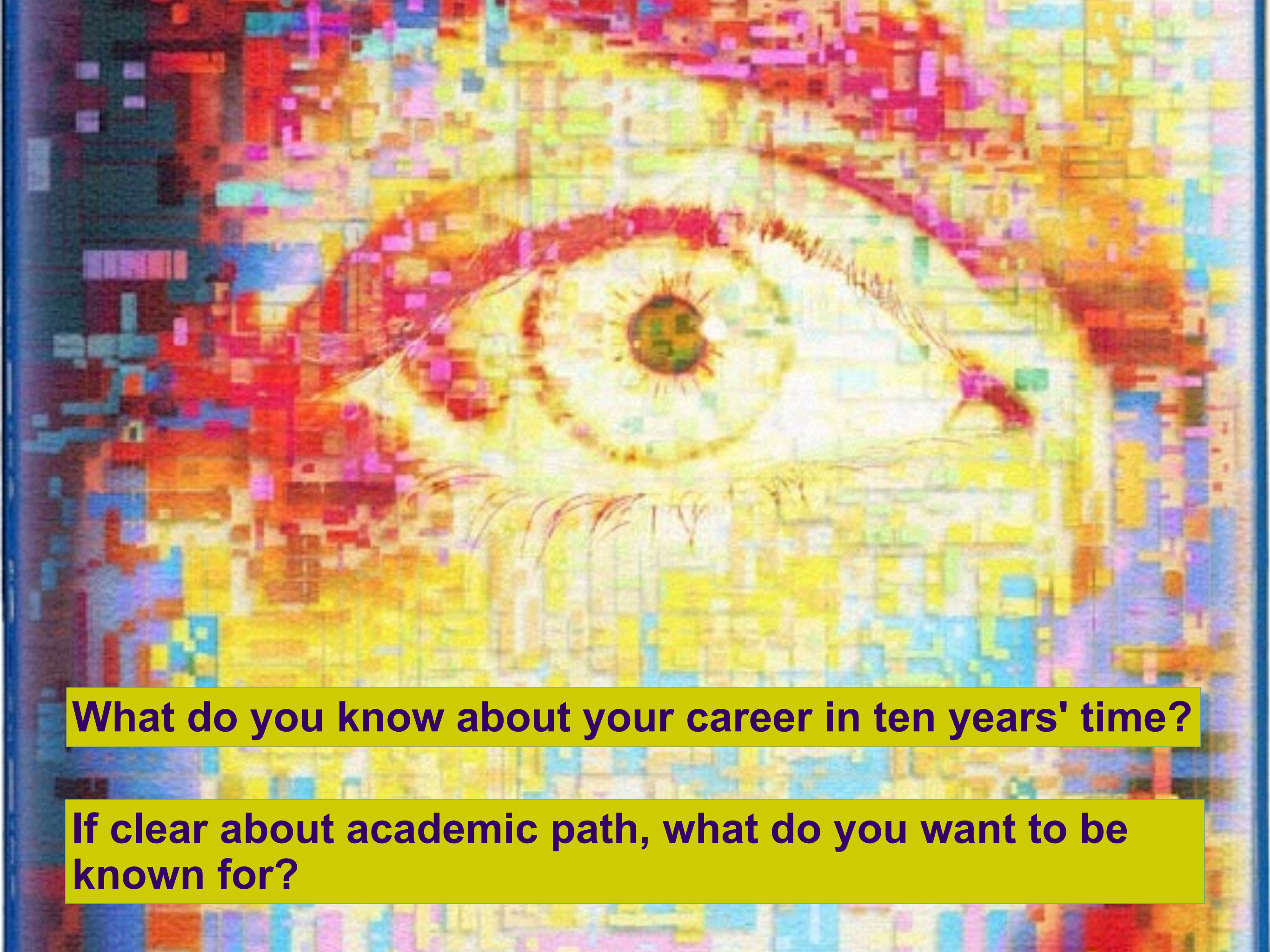
Identify the significant gaps in your network

Work in pairs and discuss:

Who is missing

How the connections might form

What will strengthen these connections to the point they are in your core network



What do you know about your career in ten years' time?

If clear about academic path, what do you want to be known for?

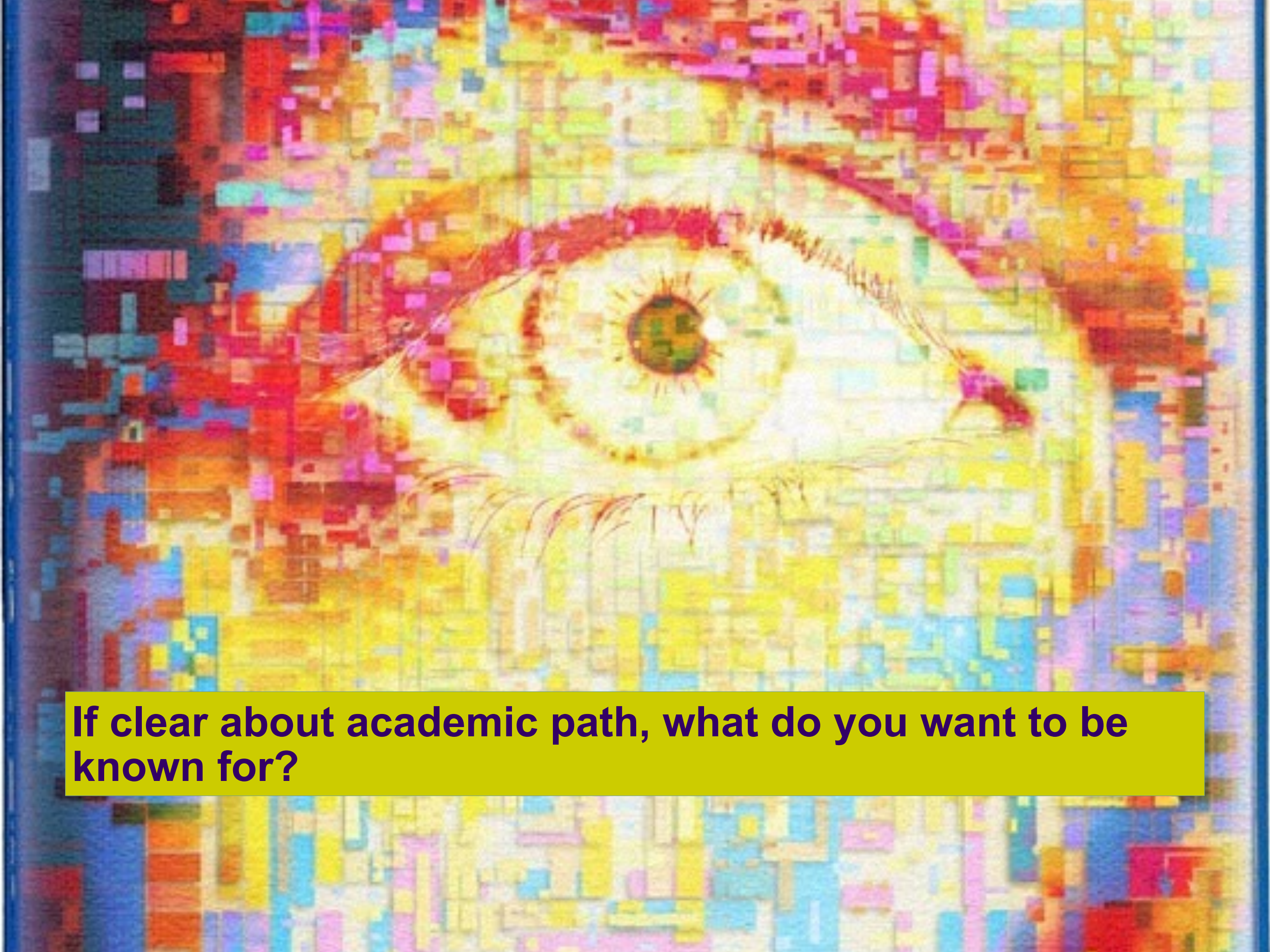
Theme two

Successful academics

Have a vision for their careers

Have a ten (or more) year research trajectory
(which adapts)

Develop this vision with funders and the
university landscape in mind



If clear about academic path, what do you want to be known for?



Research project pipeline

Single greatest recurring theme in my work with researchers
and academics.... TIME



How effectively you do it

Time is finite

**Think about
what you do
well**

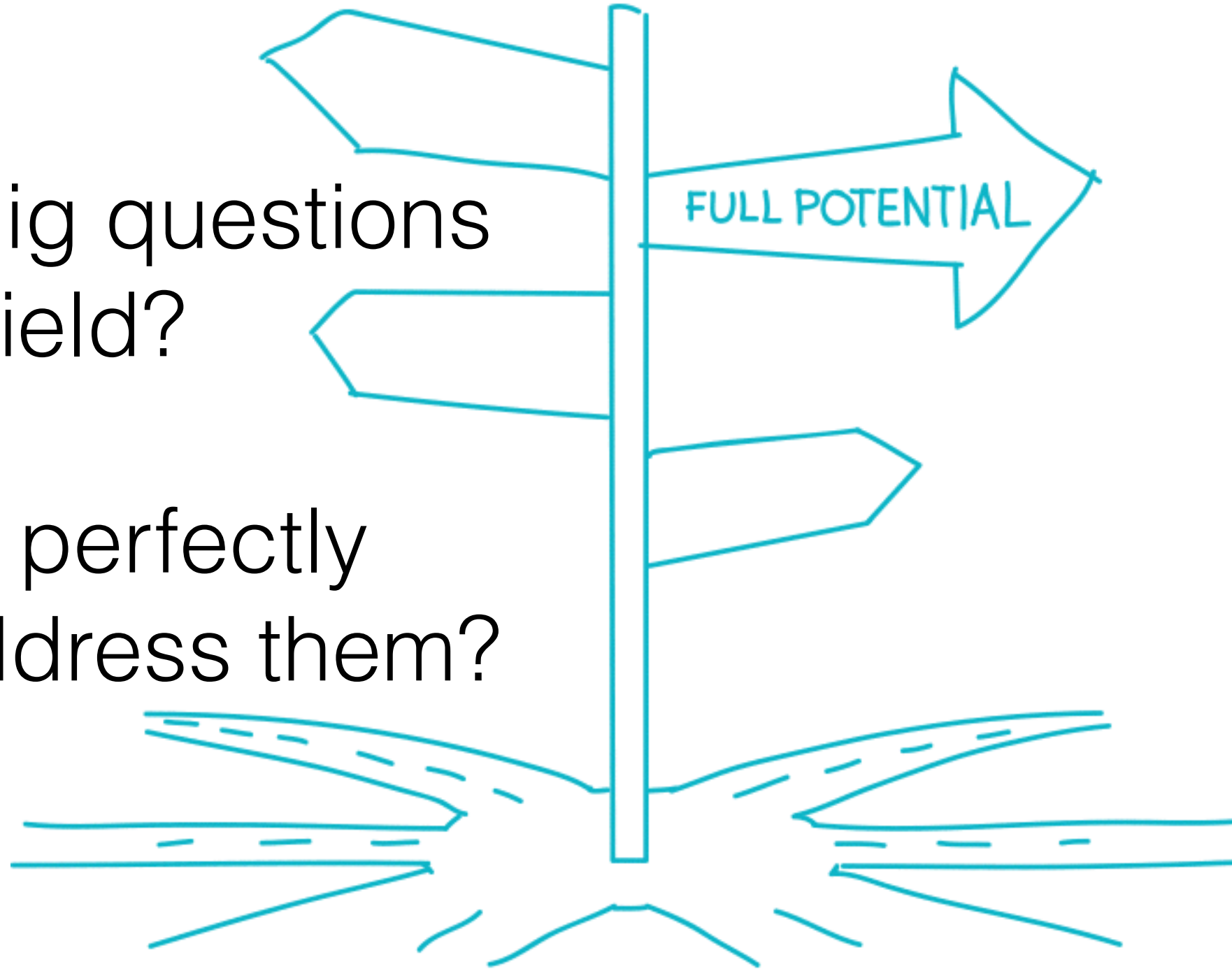
**Think about
what you
need to
improve**



Making the right decisions

What are the big questions in your field?

Why are you perfectly positioned to address them?



Theme three

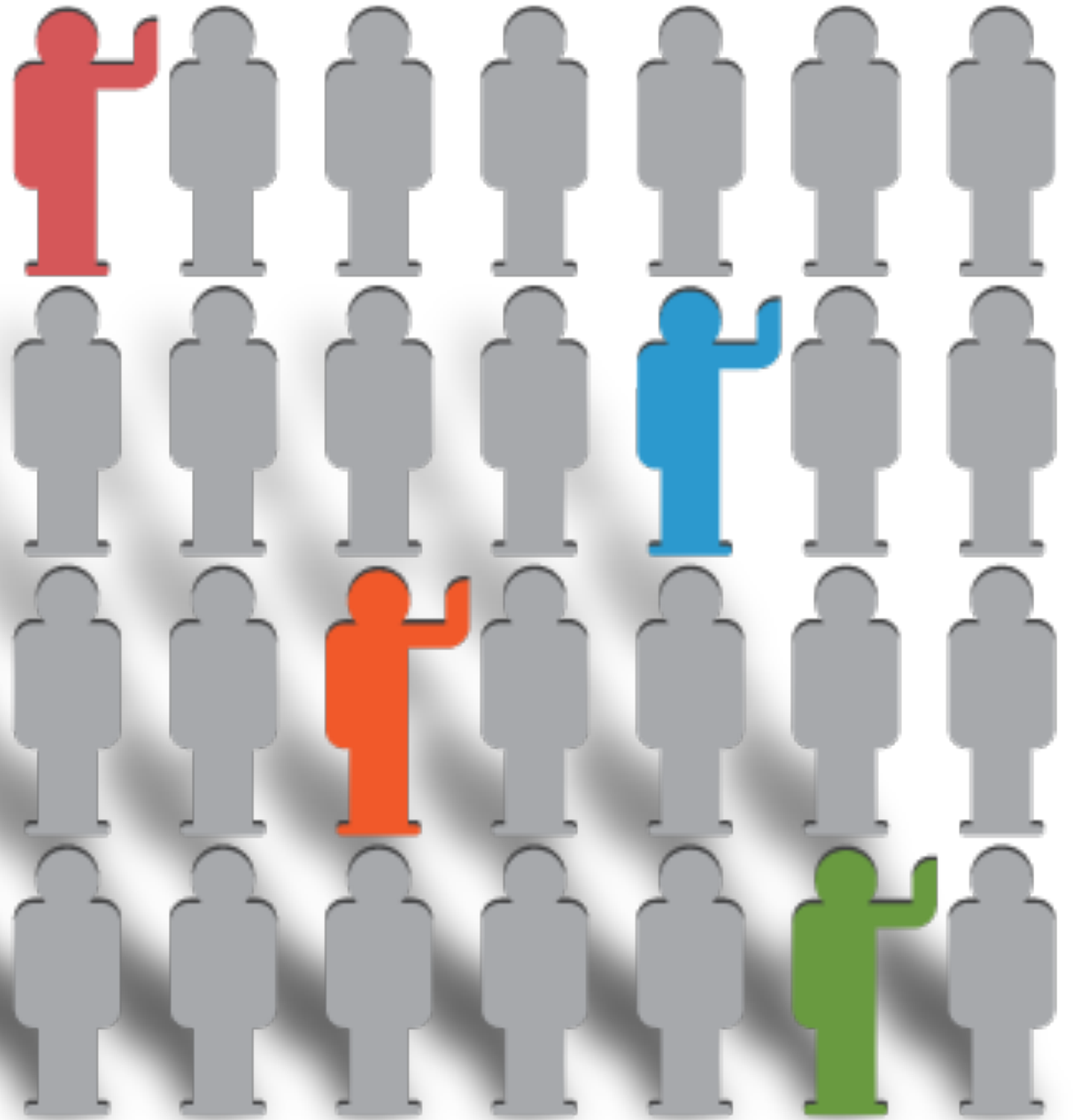
Successful academics

Focus on their key priorities

Manage other people and their demands

Deliver

Engaging
your
community...



Being visible

Maximise your visibility

80:10:10

What does the 10% developing yourself and your work look like for you?

What do you do that maximises the impact of your achievements and boosts your personal profile?

Theme three

Successful academics

Are influential in their fields

Attract good people

Contribute to (influence) their community

الزهرة
delicate flower
of idea

Resilience
and
perseverance

الكرام
crumpled

Theme four

Successful academics

Don't take it personally

Understand the system and how to cope in it

Don't isolate themselves when it gets tough



Working in small groups

Think about the triggers that zap resilience

Find 5 ways to build your resilience - try to have a range of approaches



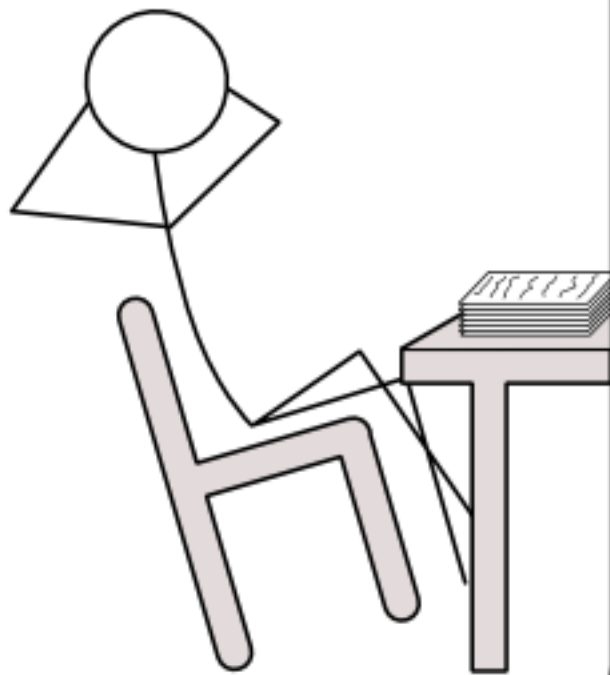
Innovative
ideas

Maximising Your Impact

- Work out what success looks, sounds and feels like
- Identify what will make a real difference to your career progression and FOCUS
- Work out what you are offering
- Work out how you will find a way to promote yourself and your work (in a way that suits you)

Past Me

Ugh, so much work to do... I'll do it later.



Present Me

Why didn't Past Me already do this? Oh well, I'm sure Future Me will get it done.



Future Me

Damn it! Why are you two such lazy bums? Stop leaving me all the work!



Work passes forward

Complaints pass backward

Action Planning

- Goal
- Reality
- Options
- Will

Goal:

Reflect on the morning
What do you want to be
different?
Focus on what you can
change

Reality:

What is stopping you from
being more effective?
Why aren't you doing these
things already?
Is it in your control to change
things?

Options:

How could you do things
differently? Who could help?
What are your bargaining
chips if you want to stop
doing things?

When:

What's different about this make
getting this done?
What will make you stick to
the deadline?
What else becomes possible?