

# Research Mentoring Mastery

## - *Guide an independent team* -

### **Why?**

The program fills a gap in the training of academics, who often have had little exposure to any type of leadership training, even at the level of administrative leadership, e.g. department heads and chairs. This lack of training can make it difficult to effectively mentor and lead research teams, leading to reduced productivity and job satisfaction.

Mentorship is a crucial aspect of team leadership, but it can also be one of the most challenging and draining tasks for research team leaders. Navigating issues such as loss of motivation, different personalities and work styles, interpersonal conflicts, and communication difficulties can be overwhelming for many faculty members. They often struggle with striking the right tone to ensure their messages are received without causing defensiveness or aggression, and finding the right communication approach to resolve conflicts and empower team members can feel like a game of trial and error.

### **Content & Structure**

To address these challenges, the Research Mentoring Program is designed to train team leaders in coaching skills and frameworks for problem-resolution.

The program is structured in two phases:

1. During the first three months, you will learn a framework for building rapport and gaining influence with two of your team members, align performance expectations, and guide your team members in self-identifying their potential for growth. You will also learn basic coaching skills and principles to pinpoint and resolve performance blocks and interpersonal conflicts.
2. During the subsequent three months, you will deepen your coaching skills to address specific blocks and challenges. You will learn to identify specific challenges and appropriate coaching strategies for each challenge category. By the end of the program, you will have the necessary rapport with your team members to empower them to reach their next level, have the confidence to have difficult conversations, and strike the right balance between support and detachment.

The Research Mentoring Program uses the LIT process (Learn – Implement – Transform) to help participants develop and integrate the concepts and skills of a successful mentoring.

The training is delivered through:

- recorded video sessions,
- small peer-coaching teams,
- group coaching sessions,
- implementation with team members.

The program combines both theoretical and practical elements, allowing you to learn by doing and receive feedback on your coaching practices. We and your peers provide ongoing support, with twice-monthly group calls and a Slack group to discuss challenges and share experiences.

With effective implementation, you can expect a shift in your working culture, leading to improved team dynamics and a culture aligned with your team values. You will have the tools and skills to empower your team members to reach their personal best and create a more fulfilling and satisfying work environment for themselves and their teams.

## ***Tuition***

The tuition for the **Research Mentoring Mastery 6-months program is € 5797+ 19% VAT**. You may qualify for a discount if you agree to provide three short video testimonials documenting your progress throughout the program.