

The leadership lens on the Vitae Researcher Development Framework has been developed by Vitae and the Research Staff Development Advisory Group (ReSDAG).

Training and development materials relating to this lens are available at www.vitae.ac.uk/rdf/lenses

For information on leadership development for principal investigators visit www.vitae.ac.uk/pi

Leadership quotes

“The role of principal investigator or research leader is a critical one, both for the future of research in the UK and for the experience of researchers”

Dr Andrew Wilson, Loughborough University, Chair, CROS/PIRLS Steering Group

“The Principal Investigator takes responsibility for the intellectual leadership of the research project, for the overall management of the research and for the management and development of researchers”

Concordat to Support the Career Development of Researchers

“The single biggest way to impact an organisation is to focus on leadership development. There is almost no limit to the potential of an organisation that recruits good people, raises them up as leaders and continually develops them”

John C Maxwell, The 17th Irrefutable Laws of Teamwork (2001)

To protect and maintain the integrity of the Vitae Researcher Development Framework and the Researcher Development Statement (RDS)³ and to ensure a consistent approach to the development of lenses on the RDF, anyone wishing to create a lens on the RDF should seek permission from Vitae, and must adhere to the RDF conditions of use. Enquiries regarding the development of a lens on the RDF can be directed to rdf@vitae.ac.uk

For further information about the range of Vitae activities go to www.vitae.ac.uk or contact website@vitae.ac.uk

Vitae is supported by Research Councils UK (RCUK), managed by CRAC: The Career Development Organisation and delivered in partnership with regional Hub host universities



³ www.vitae.ac.uk/rds

⁴ www.vitae.ac.uk/conditionsofuse

Leadership lens on the Researcher Development Framework

Overview

The Vitae Researcher Development Framework (RDF) underpins a major new approach to developing world-class researchers. The framework has been developed by and for researchers working in higher education as an aid to planning, promoting and enhancing professional and career development. It articulates the knowledge, behaviours and attributes of successful researchers and encourages all researchers to realise their potential.

This is one of a series of lenses on the Researcher Development Framework.

For further information about the Researcher Development Framework visit www.vitae.ac.uk/rdf

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The leadership lens on the Vitae Researcher Development Framework has been developed to focus on the knowledge, behaviours and attributes that you develop as a researcher and how these can be acquired through or used in leadership opportunities.

‘The importance of research innovation and a highly-skilled research workforce has repeatedly been articulated in the policy of recent governments as key elements of strategy to support the future economic prosperity and well-being of the UK. Increasingly it is recognised that obtaining greater impact from research requires investment in good leadership and management.’² The Researcher Development Framework demonstrates to researchers and higher education institutions how leadership potential can be developed.

Defining leadership

Within this lens, leadership is defined as a process where an individual or group influences the behaviour of others to obtain a mutual goal.

“Good leaders develop through a never ending process of self-study, education, training, and experience.”¹



¹ Jago, A. G. (1982). Leadership: Perspectives in theory and research. Management Science

² Principal Investigators and Research Leaders Survey (PIRLS) 2011 UK aggregate results, Vitae 2011

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