

## Example workshop description

### Creating leaders and managers for the future

**Dr Liz Kemp**, Professional Development Advisor and **Ann Rooke**, Training and Development Manager, University of Newcastle

#### Background:

The early career researchers of today are the PIs, VCs and Chief Executives of the future. The challenge for Institutions is to develop our researchers as effective leaders and agents of change, even before they are in positions of formal authority. This workshop will examine the approach the University of Newcastle are taking to develop leadership and management skills in researchers at all stages of their careers. There will be an opportunity to discuss how other Institutions are addressing this challenge.

#### This session will cover:

- the qualities and skills demonstrated by successful research leaders and managers: a framework for development
- the first steps to developing future research leaders
- outcomes and future developments
- experiences from other Institutions

#### Participants will:

- have a greater awareness of the challenges facing research staff
- explore alternative approaches to supporting researchers in their transition into a leadership and management role.

#### Format:

Information, interaction and discussion.

Participants should also be prepared to include examples from their own experience during discussion.

#### **Dr Liz Kemp**, Professional Development Advisor

Liz has been working within the Staff Development Unit at Newcastle University for 3 and a half years where she offers support and guidance in all aspects of academic CPD as part of the Academic Staff Development team. Liz gained her PhD in Cancer Research and worked as a postdoctoral researcher in on a variety of projects in Human Genetics and Virology. Liz has also worked with 11-18 year olds as a secondary school science teacher. In her current role Liz is able to combine her experience of the research and education environments to provide some useful insights into the academic role. Recent successes include the Newcastle PI Development Programme and the Faculty Futures Programme for experienced researchers and early career academics.

#### **Ann Rooke**, Training and Development Manager, University of Newcastle

Ann is one of a dedicated Faculty team at Newcastle University who offer the support, development and training to the University's 900 research staff. As well as managing a research training programme, she works closely with the academic Staff Development team on a variety of projects which will help researchers to excel in their research, and facilitate their personal and professional growth. Recent projects include: a development programme for new and aspiring PIs; a research leadership Development Centre; a mentoring scheme for early career researchers; and in conjunction with Newcastle City Council, a business development coaching programme.

Ann has a Geography BSc degree from Swansea University and followed a career in cartography within government, industry and the HE sector. She moved to Newcastle in 1989 where she worked closely with academics on research projects and delivered to students on the 'transferable skills' programme. This fostered an interest in training and development, and in 2000, a secondment opportunity, developing an accredited programme for technical staff in the Staff Development Unit, opened up the start of a new career.