

Every Researcher Counts

Resource D

Case study exercise 'Don't put me in a box'

D2 – Nine individual scenario cards

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Group meeting

You are arranging a group meeting for all the researchers in your group to discuss progress on research. You have a very busy diary and currently work 50-60 hours each week (between the university and the time you spend in the evenings at home) and fitting in a meeting with all the people you are responsible for can be challenging – particularly taking into account holidays, conferences, the working hours of your colleagues and your own commitments – but you would like as many people in your group to be present.

■ What are the issues you need to consider?

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Conference



You have been invited to present a paper at an international conference and you are planning to go. It is a significant commitment in terms of time but you feel that the networking, the opportunity to present your work and profile you will build will be worth the time commitment. You would like to encourage more of your team to build their reputation within their field and would like two members of your team to attend the conference with you, as you have sufficient budget to do so. You see that this would be an opportunity for intra-team relationship building as you expect you would travel together and although you might not see much of each other during the conference there would be opportunities to refer to it in subsequent conversations.

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Group strategic planning

You have recently been awarded a significant research grant and you would like to involve your whole group in creating a strategic plan for how the research is going to be done. You are considering a 'strategic planning away day' but have not really led this type of activity yourself before.

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Reducing the size of the department

Given current budget restrictions you are being put under pressure to reduce the size of your department, as you have not been successful in the last few grant proposals you have submitted for funding and your school/faculty is telling you that you have to reduce the size of your research group.

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One to one meeting

Every member of staff in your group is entitled to a performance appraisal. There is a standard process within the university to carry this out and you have heard a wider discussion about something called the Researcher Development Framework that you can use to help the researchers in your team develop their skills and careers. Several of your research group have asked for a performance appraisal and career planning session.

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Grant proposal

You are currently writing a grant proposal to fund research in your area.
You lead a research group of six.

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Social event

Although you have a significant workload and already work many evenings and weekends, you believe that your department would benefit from spending some social time together, and you are giving some thought to organising a social event to get to know each other better (particularly as there are several new members of the group).

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International collaboration

You have recently been approached about an international collaboration where there may be considerable work (and funds) for you and your team. There would be some travel involved to partner universities in Europe and Singapore and it would be likely to be a 12 month project.

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UK collaboration

You have recently been approached about a collaboration in the UK where there may be considerable work (and funds) for you and your team. There would be regular travel involved but probably no overnight stays. It is likely to be a three year project and you are keen to be included in the research proposal.

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