

OSLOMET

OsloMet – storbyuniversitetet

Research Talent Development Program

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CENTRAL R&D SECTION

OSLO METROPOLITAN UNIVERSITY
STORBYUNIVERSITETET



Aims – for the participant

- **Develop knowledge and understanding on how to build a research career, nationally and internationally by;**
 - personal and career development
 - publication strategy
 - prioritizing time and activities
 - scientific networking
 - building self-confidence and confidence in the research role
 - strengthening awareness of values, strengths and challenges
 - motivating for a future research career
- **Skills in developing competitive grant applications**
- **Skills in communicating and disseminating research results to different target groups**
- **Develop knowledge and understanding about research ethics, RRI and innovation**

Aims – for the institution

- The Program shall **enable the participants to increase contribution to research in their own research** groups, departments, Faculties/centres at OsloMet
- **To increase the number of competitive applications** to ERC, HorizonEurope FRIPRO and the RCNs other programs
- **Establish and develop excellent research groups** at OsloMet

Overview Pilot 2019-2020 tentative dates

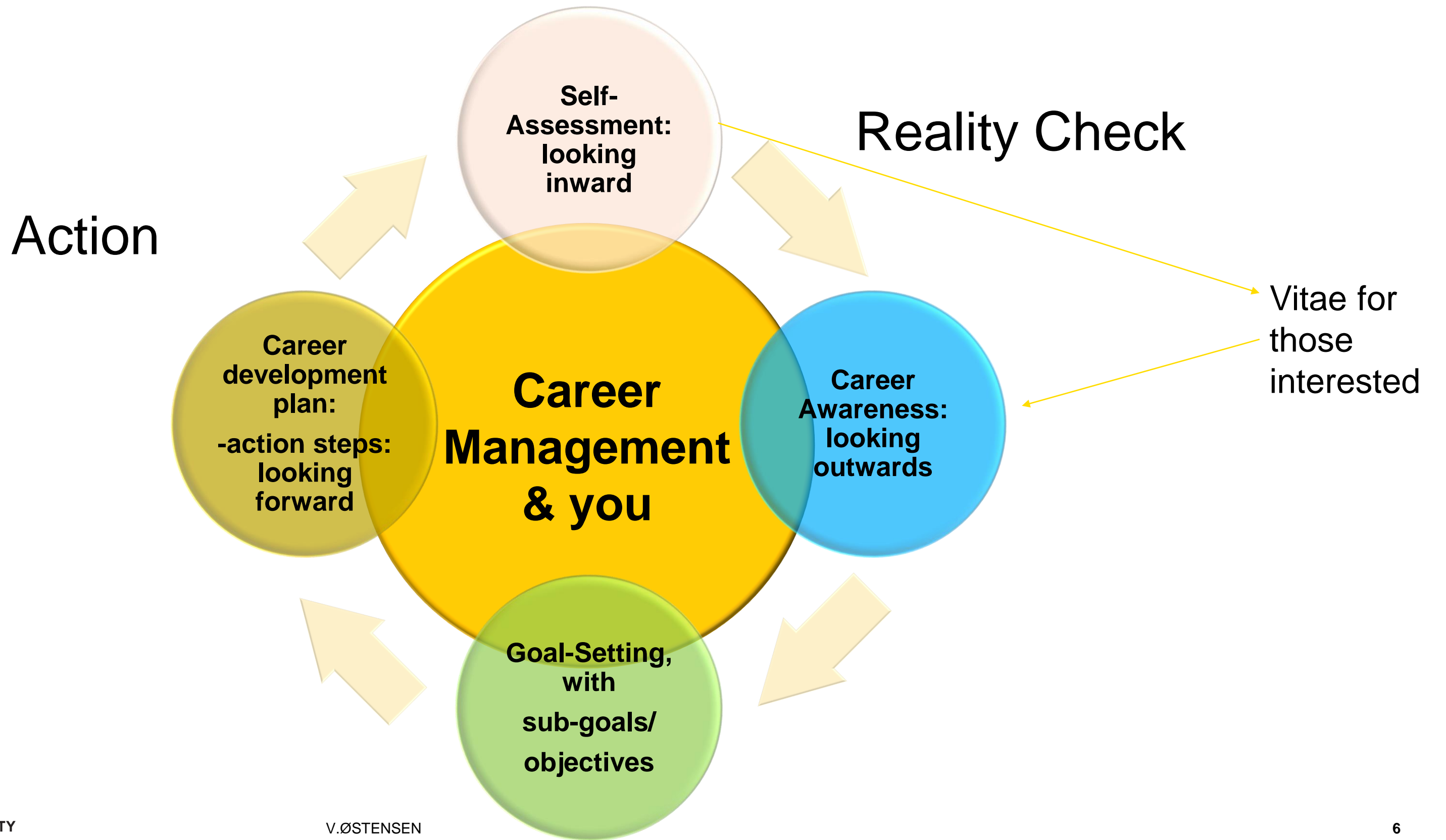
Opening seminar, expectations and work form	Career Awareness	Excellence in science – the ground breaking idea	Excellence in Research communication	Research Ethics ,RRI, and Innovation	Closing seminar
20/6 OsloMet	28/8 – 29/8 Lysebu	7-8/10 Brussels	4-5/12 OsloMet	24-25/2 OsloMet	11/6 OsloMet

Road Map Research Career: working on action points, networking, publications, mobility, piloting, and more

Working on grant applications



**Career
Management
& you**



Continuous Process

OSLOMET



Homework by August 27th

- Assignment 1: Set your research vision/aim (dear to dream!), divide into subgoals (SMART)
- Assignment 2: Self assessment – looking inwards, identify strengths and weaknesses in relation to achieving your vision and subgoals, define action steps to be taken
- Assignment 3: Self assessment – looking outwards, identify what you need and where to be, and which type of network and competences etc in relation to achieving your vision and subgoals, competitors/possible partners, define action steps to be taken
- Assignment 4: Summarize your vision/aim, subgoals, then make an action plan where you plan for how to position yourself in order to tackle identified possibilities/strengths – weaknesses/gaps from point 2+3. Then you have a tentative roadmap for your research career development to be continuously updated. Your road to achieving your aim/vision.

“I have no special talent. I am only passionately curious”
Albert Einstein, Nobel Prize laureate, 1921



Vision and Goal Setting

- What is your main research achievement in 10 years time? – vision
- To achieve this big goal you would need to have a certain academic position – divide into subgoals
 - Responsibilities and Competences
 - Track record; publications, mobility, grant acquisition, awards, peer-reviewed responsibilities (reviewer journals, expert evaluator, committee member, invited speaker, e.g)
 - Resources (people, network, environment, space, materials, money)

Assignment 1: Translate your research aim / vision to concrete goals and sub- goals

- 5 in each': present to each other **your** dreams; uninterrupted; no restrictions
- 5 min each: divide up your long-term visions in max 3-4 concrete goals

Assignment 1; way of working

- Just ask questions; no suggestions
- Aim for: concrete outcomes that you can identify and describe.
- Goals are most helpful when they are “SMART” - Specific, Measurable, Attainable, Relevant and Time-defined
- Big goals may require action in more than one arena. It can be helpful to divide your goals into “sub-goals” or objectives



Reality Check



Self assessment

Examine your values, interests, skills, knowledge capabilities and reputation: Evaluating whether your work aligns with who you are, what you believe and what you enjoy doing:

- Your interests and how they relate to your career.
- Your strengths you bring to your work.
- Your values are in relation to work.
- Your preferred work style
- Your areas for professional growth.
- Your marketable skills and the people who can substantiate those skills.

Self assessment: looking inward

- Gap Analysis
 - The CV should state where you are right now in your career
 - The CV should explain the career choices you made in the past in relation to your values and vision
- Where should you strengthen your CV towards achieving your goals identified?

Assignment 2: Self assessment, looking inward

- Identify the 3-4 most important area's where you should improve your CV in connection with the subgoals identified

Assignment 2: Self assessment

	Subgoals	Area for Improvement
1	e.g.: want to lead an international consortium	e.g.: Improve my network of international collaborators
2	e.g.: want to establish a multidisciplinary team	e.g.: need to increase knowledge in other discipline
3	e.g.: want to do work that is relevant for patients	e.g.: need to establish contact with patient representatives for knowledge utilization
4	e.g.: want to get an ERC	e.g.: need to close gaps un CV such as impact publications, network, mobility

Remember to include column for your strenghts and values



Career Awareness; looking outward

- What is common for others that have achieved similar goals as you are striving for?
- What will the department expect of you? What are your incentives? How can the department assist you in reaching the expectations?
- What will be the state-of the art within your field?
- What does `society` demand
- What competencies will you need in the future?
- What are the tendencies in the funding landscape?
- Who are your collaborators and competitors?
- Who are the best within your field as of today? How can you get to work with them?

Cont. looking outward

- What do we see as our obligation with regards to knowledge transfer?
- Co-creation – user involvement
- Supervision: future network
- Guts
- Helpful/caring/generosity/solidness
- Who are my rolemodels/would you aspire to be/who do you NOT want to be like..?
- Use your colleagues that have participated in this program to make a strategy to influence your department/faculty/OsloMet to enable you to reach your goal

Assignment 3: Looking outwards

	Subgoals	Looking outwards
1	e.g.: want to lead an international consortium	Who are my heroes within my field?
2	e.g.: want to establish a multidisciplinary team	Who are good role models internationally? Success stories, how to learn from them?
3	e.g.: want to do work that is relevant for patients	e.g.: possible to get II position within health organisation to ancor understanding of practices?
4	e.g.: want to get an ERC	e.g.: who have had success, how to learn from them?





Career Planning/Development

- What is the career development you want to pursue in order to achieve your vision?
 - In line with your own ambition, values and competences? (inward looking)
 - Meeting the future demands the outside world is imposing on you? (outward looking)

Career development plan: action steps

Write down the action steps that will move you towards your objectives and your goals. Breaking things into manageable, bite-sized pieces helps many to keep moving

Assignment 4: Action Steps

	Subgoals	Concrete action steps	When	Conf Level
1	e.g.: want to lead an international consortium	e.g.: Identify consortium to join for H2020 call spring 2018		
2	e.g.: want to establish a multidisciplinary team	e.g.: follow course summer 2018		
3	e.g.: want to do work that is relevant for patients	e.g.: give a lecture for patient advocacy groups spring 2017		
4	e.g.: want to get an ERC	e.g.: identify persons in my network that has gotten it, get to work with them in getting my own	September	7

Career development plan: action steps

- Do the objectives I set contribute to my goal?
- Are the action steps balanced to reflect the areas of the career developmental model where I need to focus most?
- Have I identified action steps that support each of my objectives in a balanced way?
- How confident am I that I can complete each action step by my target date? (on a scale from 1-10, can I rate my confidence at least 7? If not, adjust the action step and/or the target date)
- How will I keep my action plan in mind? Will I check my progress weekly? Monthly? Department chair? Program leader? Identify & get an unofficial external mentor? Other?

Examples of questions to help identifying action steps

- Do I have the relevant competence? – if not, how do I get it?
 - Courses
 - Experience
 - Network
 - Mobility
- Am I at the right place in order to fulfill my dream/goal?
 - How to get to where I want to be?
- Do I have the right profile? (CV, publications, experience)
- What type of resources do I need?
 - People; Equipment; Partners; Data; Money

Examples

- Network/collaborator; who, why, how? When? What (agenda, outcome)?



Continuous process

- Career development is a marathon, not a sprint. How can I pace myself and keep going?
- Keep track of when you write and review your action plan. Because it's a living document, expect to revise it periodically...
- How will you organise this and how will you organise critical feedback on your progress?

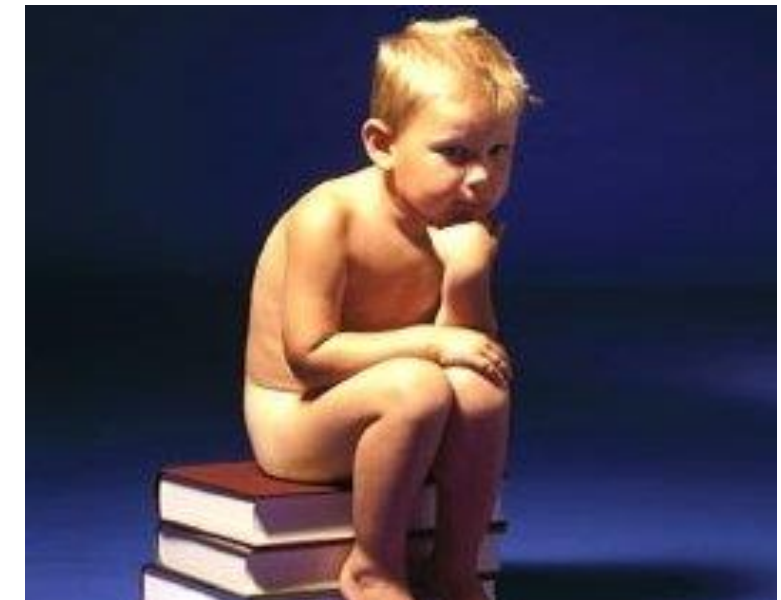
- **Who are you**
 - What characterizes you and distinguishes you from others? What are your values and morals and beliefs?
- **What have you achieved**
 - What is your track record? Which decisions have you made? Why? How did they work out? How does your track record relate to your morals and values?
- **What is your vision**
 - What are your career goals and perspectives? What are your dreams? What do you want to achieve and what needs to be done to realize your goals?
- **Who and what influences you**
 - Look around you; what trends and tendencies do you see? Which people and processes influence you? How do they interfere with achieving your goals? How can you deal with them?
- **What drives you**
 - What and who make you happy and successful? Which tasks do you like to do? With whom do you like to work? How does all of that relate to your own morals and beliefs and how does all of that contribute to achieving your goals?
- **What stops you**
 - What causes resistance in you or in your team in your quest to achieve your goals? How do you deal with resistance? Which characteristics in you determine that you feel inhibited by these? How do they prohibit you from achieving your goals, and how will you deal with this?

Which key Decisions should you make now in light of the Advancement of your Career?



Key decisions to be made now! (1)

- Chose your **subject** right
 - **Relevant**
 - **Unique**, but sufficiently complementary
 - Chose the **best place** to be and be aware of your **environment**
 - **Cutting Edge** (major impact on the field)
 - Subject of the **future**
 - **Excellent** in something; good in everything
 - **Academic** qualifications; teaching; transferrable skills; build your network
- Be **good** (unique) and make sure **everybody knows it**:
 - Share your ideas
 - Create an attractive webpage
 - Give plenty of lectures



Key decisions to be made now! (2)

- Chose your **Environment** right
 - **Active researchers** with papers, **grant support** and international network
 - Leading **vibrant** (multidisciplinary) research groups
 - Proven talent for **coaching** and **mentoring** (where are former postdocs?)
 - **Willing** and **Capable** to help launch your scientific career
 - Unique **resources and facilities**

Key decisions to be made now! (3)

- Chose your **Network** right
 - A scientific career demands an (international) network
 - Conferences
 - Invited lectures
 - Reviews; proceedings; perspectives together with international colleagues
 - International visits; mobility, courses; summerschools

Soft Skills to be (further) developed

- **Academic Skills:** critical reading, writing, presenting, scientific arguing, collaborating, teaching
- **Personal and Social Skills:** communication, courage, creativity, perseverance, dealing with success and failure
- **Leadership Skills:** inspiring, motivating, coaching, guiding, influencing, leading, visionary, letting go, project management, grant writing
- **Networking Skills and External Orientation**
- **Insight in Ethics,** including scientific integrity
- **Insights in Innovation**