

Research Talent Development Program

Closed seminar June 4th 2020 – new talents
Institutional R&D-section, Vera Østensen

Aim for the moon. If you miss,
you might hit a star.

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Agenda

- Expectations
- Svenn-Erik Mamelund
- Roadmap – ambition, action points
- Templates
- Homework
 - Margrethe
 - Tanja
- Mona

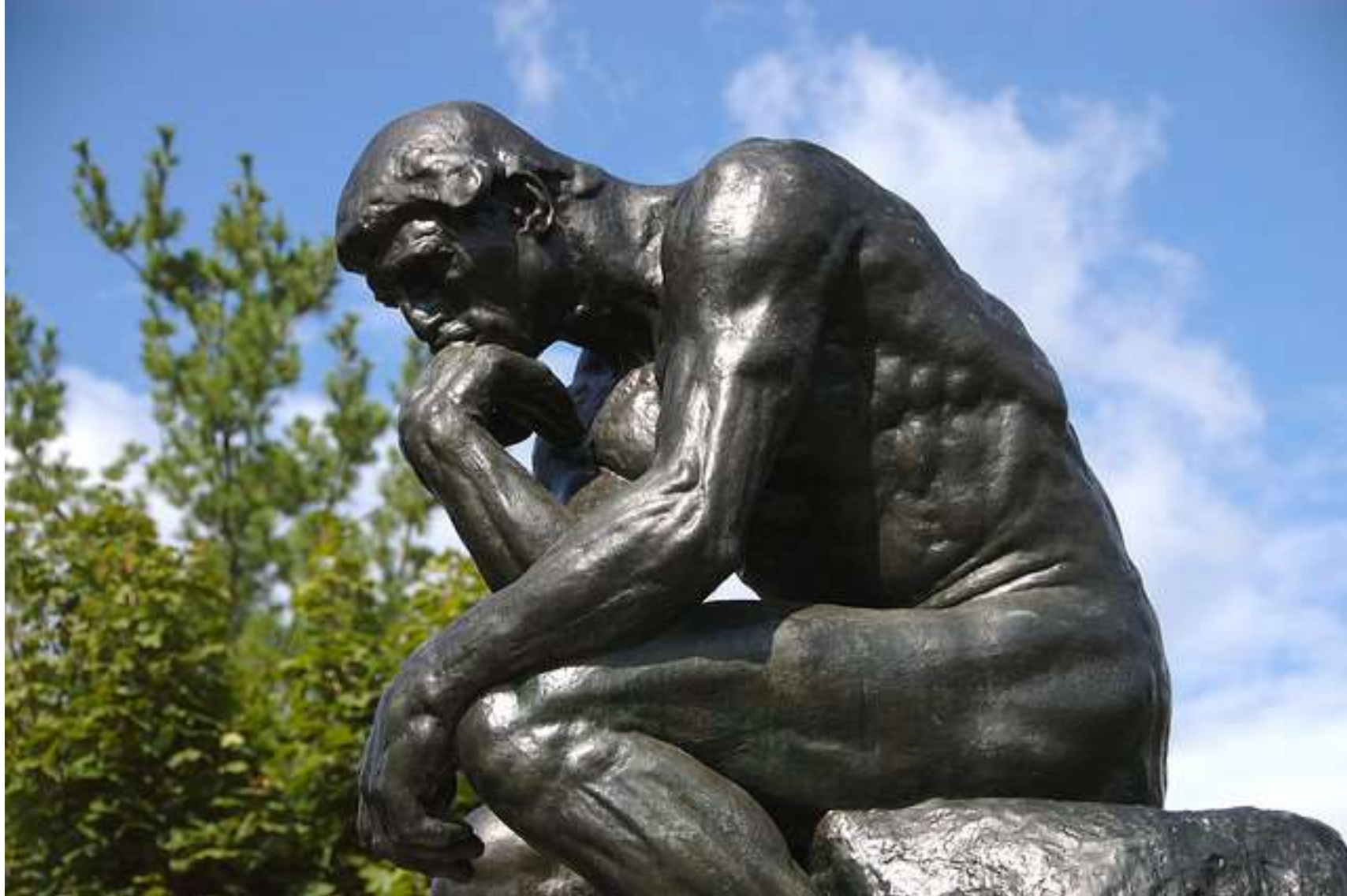
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Svenn-Erik Mamelund

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**Career
Management
& you**

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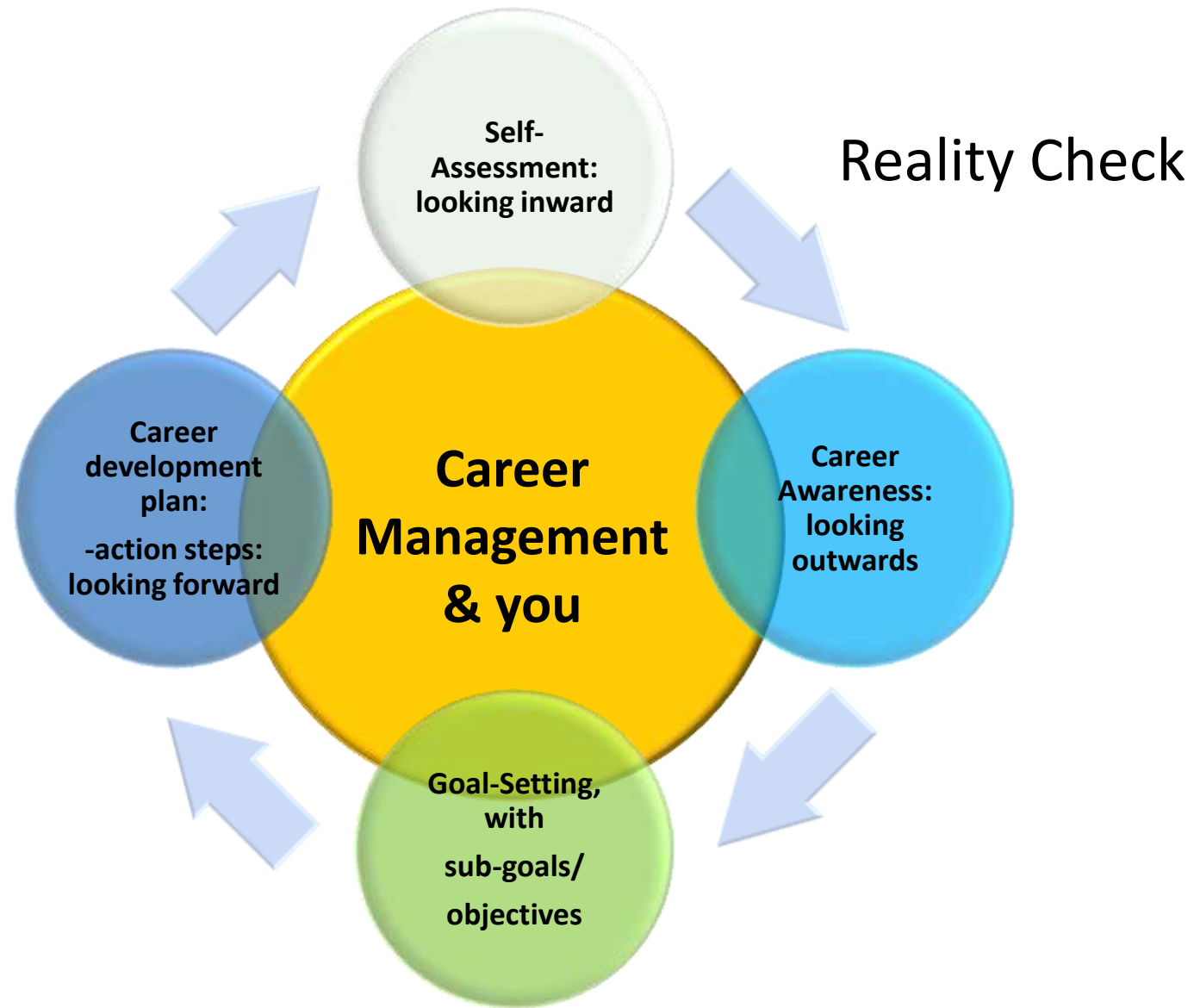
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- **Who are you**
 - What characterizes you and distinguishes you from others? What are your values and morals and beliefs?
- **What have you achieved**
 - What is your track record? Which decisions have you made? Why? How did they work out? How does 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?

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Action



Dream unrestricted – vision/ambition

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Continuous Process



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Continuous process

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- 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?

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

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Vision and Goal Setting

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- 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)

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

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- 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

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Self assessment

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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?

Self assessment

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	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

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Reality Check



Career Awareness; looking outward

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- 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

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- 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

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Career Planning/Development

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- 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)

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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

Action Steps

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Road map Research Development		
Aim/Vision:		
Sub-Goals	When	What
1		eg lead a research group
2		collaborate with state-of-the-art international researcher
3		
4		
5		
Action 2020/2021		
What	When	Description (incl names persons, institution, journals eg)
international "mentor"		
local "mentor"		
(eg mobility/independence)		
network		
publications		
competence/courses		
Pres at Conferences		
v.østensen		https://uni.oslomet.no/researchtalent/

Career development plan: action steps

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- 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?

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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

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

Templates

- Agreement
- Budget
- CV
- Action points - roadmap

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