

OSLOMET

OsloMet – storbyuniversitetet

Research Talent Development
Program - introduction

Vera Østensen

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CENTRAL RESEARCH&DEVELOPMENT
SECTION

OSLO METROPOLITAN UNIVERSITY
STORBYUNIVERSITETET

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

W. Clement Stone

Agenda

- 09:30 Welcome
introduction of the candidates
- Arvind
 - Rebecka
 - Kalliu
 - Velina
- intro to the program - structure
- 10:30 break
- 10:45 intro to the model – and homework assignments
- 12:00 break
- 12:10 Margrethe intro to homework assignments
- 12:30 Final comments and lunch

Aims – for the participant

- **Have knowledge an understanding of how to build a research career, nationally and internationally through;**
 - Personal development and career development within research – road map
 - Developed a publication strategy
 - Increased focus on how to prioritize time and activities towards reaching your research goals
 - Increased scientific network
 - Increased self confidence and confidence in the role as a researcher
 - Increased awareness of values, strenghts and challenges
 - Increased motivation to persue their research careers
- **Skills in developing competitive grant applications**
- **Skills in communication of their research results to different target groups**
- **Have knowledge and understanding of research ethics, RRI and also Innovation**

Aims – for the institution

- The Program shall enable the participants to increase their contribution to the development of their own research groups, department, Faculty/centre at OsloMet
- Increase the future number of competitive applications to ERC, FRIPRO, HorizonEurope and the RCNs other programs
- Increase the number of future 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 |
| 4/1 OsloMet | 6-8/2 | June, Brussels | August | October | December 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



“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

- Divide in 2 groups:
- 15': present to each other **your** dreams; uninterrupted; no restrictions
- 15': 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

Divide in groups:

- 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





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 Horizon Europe call fall 2023 | | |
| 2 | e.g.: want to establish a multidisciplinary team | e.g.: follow course summer 2023 | | |
| 3 | e.g.: want to do work that is relevant for patients | e.g.: give a lecture for patient advocacy groups spring 2023 | | |
| 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?

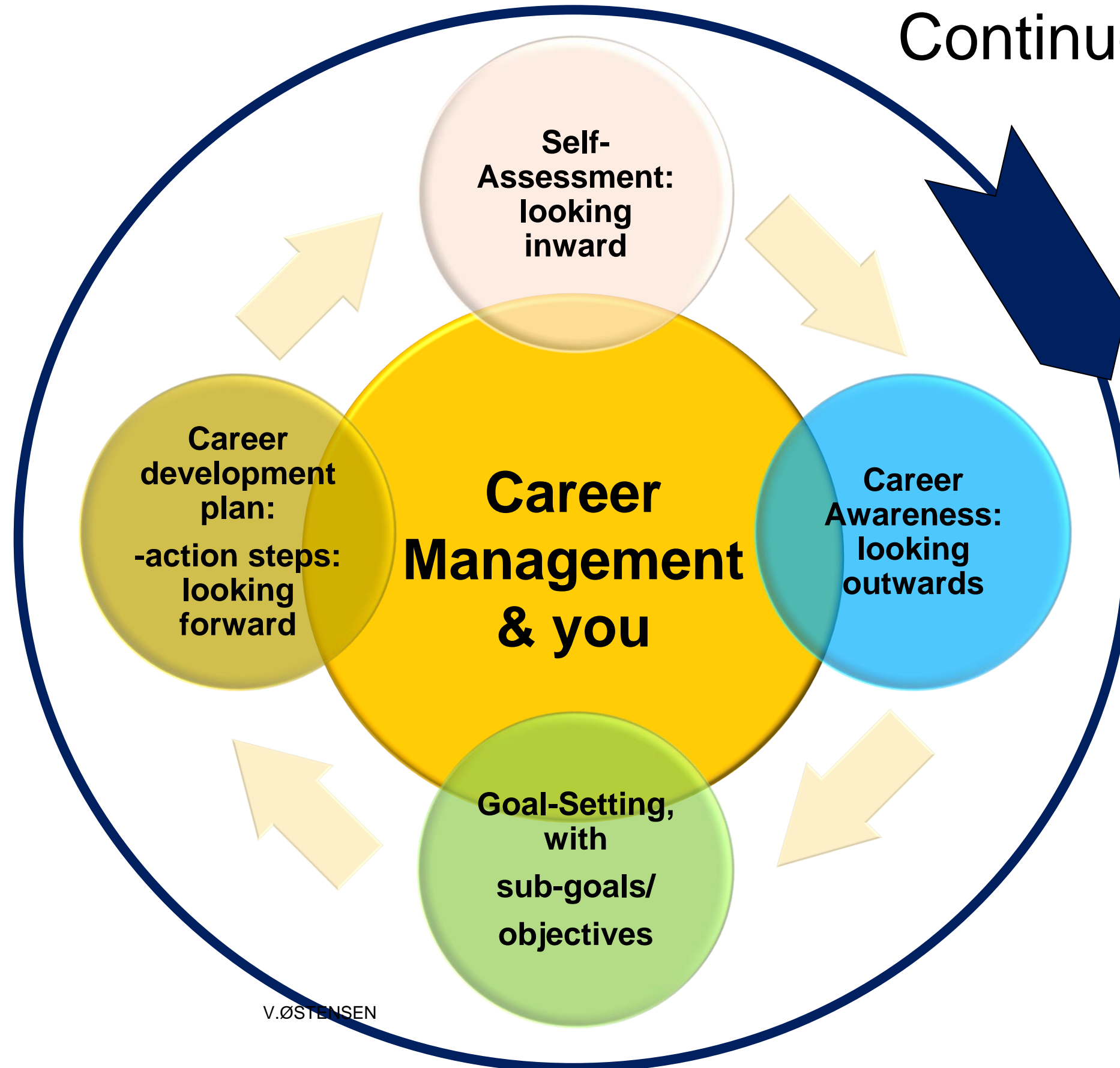
Do I have the right profile? (CV, publications, experience)

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**