ALM formation

BECOMING A MANAGER IN A RESEARCH TEAM

Duration:	2 days
Location:	On your premises / remote
Schedule:	September to July
Group size:	5 to 15 participants
Audience:	PhD students
Language:	French or English
Prerequisites:	Priority to 3rd or last year, open to all

All our training courses can be customized to fit your expectations and needs.
Please contact us to discuss any specific requirements and/or request a quotation.
contact@almformation.com

Management of research teams in the public and private sector is one of the major career options for PhD students after their defense.
On the other side, opportunities for practicing and learning about management are not so common with the PhD experience. Some can manage interns, or teams in their companies for CIFRE PhDs, some can have previous management experiences, but most can become manager after their PhD without theoretical training and practical experience.
Benefitting from a strong theoretical background and the practical experience of a trainer who is also a manager, the trainees will practice management so they can make an informed career decision and be able to promote those developed skills towards an employer.

MAIN PEDAGOGICAL GOAL

Practice management of teams dedicated to research and development, studies and forecasting

SPECIFIC PEDAGOGICAL GOALS

- Reflect and learn from previous experiences within research teams in an intercultural environment
- Develop your leadership perspective as a manager in becoming
- Identify skills to use the strengths and develop a training plan
- Create and coordinate group dynamics within a research team environment
- Discover recruitment processes for employees and service providers
- Imagine your innovative and/or entrepreneurial project

COMPETENCIES

(in accordance with the French National Register of Professional Certifications — RNCP)

Block 6 Management of teams dedicated to research and development, studies and forecasting

EQUIPMENT AND FACILITIES

- Training room

Internet connection, projector and board

- Participants

Personal computer, paper, pencil and pen

PROGRAM
BECOMING A MANAGER IN A RESEARCH TEAM

DAY 1 |

- Group review and needs analysis of practices with management and teamwork (learning from your own experience of management within research teams, during your PhD and other)
- Individual leadership and posture exercise with peer review
- Group dynamics principles and practices of behaviors (bestiary role playing – SCRUM management method)

DAY 2 |

- Recruitment and team building principles
- Recruitment processes role play (as recruiters and candidates) – practice to understand and question the recruitment process from both sides
- Self-skills assessment exercise, presentation to a partner that builds your training plan for career development
- Final project to develop the ideal research team – presentation to the group, peer and trainer evaluation of the progress
- Individual progress grid and final conclusions

TEACHING AND LEARNING METHODS

- Slide presentation and theoretical input
- Group exercises (including paper mapping, peer review practice and Wooclap)
- Discussion and sharing of experiences
- Practical writing exercises
- Individual progress checklist