ALM formation

DOCTORAL SUPERVISION WITH A REALISTIC AND EFFECTIVE ORGANIZATION

Duration:	1.5 days
Location:	on your premises / online
Schedule:	September to July
Group:	5 to 15 participants
Audience:	PhD supervisor – currently supervising and/ or with previous experiences
Languages:	English (French available)
Prerequisites:	Fluent English, PhD supervising experience

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

OVERVIEW

Doctoral supervision requires specific skills that researchers receive little support in developing during the French habilitation to supervise research (HDR), which focuses primarily on academic aspects.
This training helps researchers develop their management and organizational skills. Attention is paid to the conditions needed for a fulfilling doctoral relationship for both supervisors and their doctoral students.

GENERAL OBJECTIVE

Apply the core skills of doctoral supervision, from recruitment to organisational and people management

SPECIFIC OBJECTIVES

- Practise the doctoral recruitment process
- Apply organisational principles to an actual research project
- Build a toolkit for people management (communication, behaviour, etc.)
- Communicate and organise work in a doctoral co-supervision context
- Establish and monitor a skills development strategy based on the French National Register of Professional Qualifications (RNCP)

TARGET SKILLS

- Develop a healthy and effective relationship between doctoral student and supervisor

RNCP31437BC06 – Managing teams engaged in research and development, studies and foresight activities

- Identify skills gaps within a team and contribute to recruitment or the engagement of external service providers
- Identify key resources for a team and plan for changing training and personal development needs
- Evaluate individual and team performance against project requirements and objectives

PROGRAMME
DOCTORAL SUPERVISION

HALF-DAY 1 | 3.5 HOURS
PLAN AHEAD AND WORK TOGETHER FROM RECRUITMENT

- Introduce one another using a co-supervisor CV format
- Recruitment principles, processes and expectations
- Recruitment role-play

HALF-DAY 2 | 3.5 HOURS
PEOPLE AT THE HEART OF THE DOCTORATE

- Collectively review people-related challenges already encountered or anticipated
- Define the most common challenges (impostor syndrome, professional exhaustion and burnout, motivation and procrastination, managing emotions and emotional intelligence, communication, conflict management, intercultural and intergenerational issues, discrimination, harassment, etc.)
- Collectively prioritise and select one or two key people-related topics for further exploration (theoretical input, group activities and individual practice)

HALF-DAY 3 | 3.5 HOURS
ORGANISATION AND SKILLS DEVELOPMENT

- Organisational principles applied to doctoral research
- Apply these principles to a doctoral student's project under single, joint or multiple supervision (or to participants' own research projects if their future doctoral student's project is not yet defined)
- Constructive feedback from peers and the trainer (feedback practice)
- Review learning outcomes and make individual commitments to action
- 30-minute discussion and Q&A with a doctoral school director, subject to availability

TEACHING METHODS

- Slides and theoretical input
- Sharing and discussing experiences
- Role-play and simulations
- Activities, games and practical exercises

FACILITIES AND EQUIPMENT

- Training room

Internet access, projector, whiteboard and flip chart

- Participants

Personal computer, paper, pencil and pen

ASSESSMENT METHODS

- Introductory activity to identify expectations and needs
- Progress tracking grid used throughout the training
- Recap activity at the end of the training