Managing PhD students while preventing burnout and GBSV

Duration:	2 days
Location:	at your premises
Schedule:	September to July
Group:	5 to 12 trainees
Audience:	PhD supervisor – currently supervising and/ or with previous experiences
Language:	English
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

PRESENTATION

The PhD supervising experience is an intense and difficult task. It provides success, satisfaction, and achievement but also organizational, interpersonal, and technical challenges.
In France, selection criteria to get the habilitation to supervise research are purely academic. This aspect of the research is indeed crucial; yet, without any other formal training, supervisors are left to improvise both organizational and human management skills.
This can lead to dire consequences such as professional exhaustion, burn out, conflicts, and so on.
This training enables PhD supervisors to review previous experiences as a group and individually, thus identifying strengths to use, difficulties to face, and test practical tools and techniques to solve them.

GENERAL PEDAGOGICAL OBJECTIVE

Develop PhD management skills reflecting from previous experiences in a continuous improvement approach

SPECIFIC PEDAGOGICAL OBJECTIVES

- Open discussion and develop sharing experiences
- Develop a healthy and fulfilling supervisor/ PhD student relationship in the context of multiple supervisions
- Prevent and react towards exhaustion and burn out
- Establish a clear and structured organizational framework covering the entire duration of the thesis
- Develop intercultural communication skills using the Sexual and Gender-Based framework (Care to Tell? ©)

OPERATIONAL OBJECTIVE

- Reduce psychological distress among PhD students and supervisors to promote collective well-being

PROGRAMME

DAY 1 | 7H
SHARING TOWARDS A HEALTHY WORK ENVIRONMENT

- Assessing initial skills (strengths and points of improvement) with introductions
- Reviewing practices and issues collectively with personalized tips, techniques and adaptation of the training
- Developing healthy and fulfilling doctoral relationships in a multiple supervising environment (group dynamics principles, communicational principles, common mistakes, impostor syndrome effect…)
- Preventing burn out and reacting to exhaustion symptoms

DAY 2 | 7H
BESPOKE ORGANIZATIONAL SYSTEM

- Applying project and time management principles and techniques to your supervising situation (according to issues defined in the first day)
- Using problem solving techniques on major issues
- Understanding the scope and functioning of systemic sexual and gender-based violence (SGBV)
- Practicing constructive communication in an intercultural environment about SGBV with Care to Tell? ©
- Final progress review and commitments for on-site practice

TEACHING METHODS

- Slide show and theoretical input
- Sharing and exchanging experiences
- Facilitation of collective intelligence
- Methods for solving complex problems
- Care to Tell? ©
- Progress grid with learnings and commitments

FACILITIES

- Training room

Internet connection, projector, whiteboard

- Trainees

Personal computer, paper, pencil, pen

EVALUATION

- Individual progress grid
- Live evaluation at the end of training with reporting