

Successful Team Leadership



How to get the best out of your team.

The modern workplace is a collaborative environment. In both research and industry, it is essential for success to be able to negotiate, resolve conflict, persuade and motivate people both above you and below you in the hierarchy.

Special environment

Teams are made up of highly intelligent, independent and innovative men and women need special handling. However, dealing with team members is relatively easy. Dealing with people above you in the hierarchy is especially difficult and requires specialised techniques.

'One size' does not fit all

In such an environment a flexible, highly targeted and subtle approach is essential. This workshop will teach the skills necessary to manage not just team members but also people in more senior positions. This will ensure that participants have the skills to make full use of all the available talents and so achieve the appropriate success.

This flexible workshop will cover:

1. The different types of difficult people and how to manage them*
2. How to manage the boss
3. Advanced conflict management techniques
4. Building confidence and being appropriately assertive*
5. Goal setting and achieving techniques to ensure productivity
6. The excellent team management skills
7. How to motivate, communicate and manage expectations

Outcomes

Participants will learn leadership and team management skills which will enable them to be proactive and flexible when managing the diverse intelligent groups they will lead in Academia or industry.

Workshop style

The workshop draws on the personal experience of all participants as well as that of the trainer, thereby ensuring that the training is specific for and relevant to the participants' individual needs. The workshop will be a structured discussion forum to facilitate ideas and develop strategies.

The workshop will be very interactive. Expect to be asked lots of questions, expect to be challenged, expect to participate!

* Techniques exclusive to RTTA

Supervising Doctoral students



Getting the best out of your team.

A PhD is a marathon not a sprint. Being able to provide the appropriate guidance and encouragement so that your candidates make it to the finish line without too many problems is a subtle art. It is essential for success to be able to negotiate, resolve conflict, persuade and motivate well.

Special environment

Scientific teams are made up of highly intelligent, independent and innovative men and women. The nature of the work means that people are often emotionally invested in particular approaches. The often poor progress rate can be a source of immense frustration.

'One size' does not fit all

In such an environment a flexible approach is essential. The workshop will teach the skills necessary to develop the individual talents of different people and so form a successful team.

This flexible workshop will cover:

1. Building confidence and being appropriately assertive
2. Goal setting and techniques to ensure you remain positive and motivated
3. Defining your boundaries and balancing conflicting motivations
4. The essentials of persuasion, negotiation and conflict resolution
5. The essentials of motivation, communication and managing expectations
6. The different types of difficult people and how to manage them

Outcomes

Participants will learn useful, easy-to-follow guidelines which will enable them to be proactive and flexible in their approach to keeping people motivated and on track.

soft skills for real results.

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What some participants have said about RTTA workshops:

"Just want to let you know that your workshop was the most fun one ever, and I also have the feeling that it will turn out to be the most useful one."

Postdoc, Max Planck Institute of Biochemistry, Martinsried

"It was a really great course! Indeed, when I left in the evening I was totally recharged and saw things in a very different way."

Postdoc, School of Life Sciences, Westfälische Wilhelms-Universität / University of Münster

"You did a great job. It helped me to improve in my daily work."

Group leader, Leibniz-Zentrum für Medizin und Biowissenschaften

"Very interesting and inspiring workshop with participants completely in control."

Professor, University of Luebeck

"It was a wonderful workshop: interesting, entertaining, suggestive, and exciting. It really did broaden my mind."

Postdoc, GRADE, University of Frankfurt

"Thank you again for the seminar. I liked the day. And I was already able to make use of some of the things we talked about."

Professor, University of Frankfurt

"I was really surprised by the workshop. Because there was no given agenda it was totally individual. This allowed me to get also feedback for my individual problems."

PhD. Candidate, G.R.A.D.E., University of Frankfurt

I immensely enjoyed the problems we had to consider and the REALLY out-of-the-box solutions that we were shown to some of them. I definitely think that I have learned a lot, not only for my scientific career but also for my personal life. I hope I will have the chance to visit another one of Rob's seminars in the future."

PhD. Candidate, T.U.M. Graduate School, Technische Universität München

"Very inspiring workshop, giving you a blast of new ideas and reminding you what creativity can do for you."

PhD. Candidate, DRS Dahlem Research School, Free University Berlin

"The workshop gave me a structured view on communication between people and educated me in a fun way in how I can deal with common difficult situations."

PhD. Candidate, DRS Dahlem Research School, Free University Berlin

"The most useful part of the workshop for me was to learn how to voice criticism in a constructive way, stimulate creativity and dealing with power relations."

PhD. Candidate, DRS Dahlem Research School, Free University Berlin

"Rob Thompson can build upon a large body of experience and comes up with a lot of detailed examples that makes the theoretical background very vivid and plausible. He gets you involved very much, makes you think. A great and helpful workshop I enjoyed very much!"

PhD. Candidate, G.R.A.D.E., University of Frankfurt

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