



BIST Training Activities 2021

How to succeed in your PhD II – online programme

This course will provide a blend of experiential and reflective learning opportunities to support PhD researchers in the middle stages of their PhD. It will lead participants through 4 days of activities spread over 2 weeks relating to the key themes of Purpose, Bravery, Permission and Courage.

By the end of this course the participants will have:

- Experienced a number of practical learning activities which will build understanding of research resilience, productivity, wellbeing and career potential
- A take away kit of pragmatic tools to enhance their communication skills in the virtual and real world
- Had the opportunity to put in to practice techniques relevant to maintaining progress within the PhD during a number of protected productivity sessions
- Built a network of supportive peers to support completion of their research and further their future careers

Designed to be both practical and reflective, the programme will recognise the challenges a global pandemic has placed on researchers and support them to make and maintain progress in their research. The course will build a community of likeminded researchers who are able to support themselves and each other. Each half day activity will encourage the participants to experience, share and reflect on an activity and take steps towards implementing their learning in a practical and pragmatic manner. Unlike other training courses, Maintaining Progress will provide opportunities for protected productivity where participants can implement their learning immediately making real progress in their research or research writing. As a result, new habits are embedded and adopted before the course has concluded.

Programme:

The first session and final session are for all researchers (maximum 36). The sessions on 21, 23, 28 are 'stand alone'. This means that researchers do not need to attend all of the sessions but can choose the one session they would find most useful. For these sessions students can choose 2 sessions they would like to attend. This gives the benefit of a choice of workshops to your researchers whilst also limiting the number of researchers to each sessions to 15 allowing for more conversations and community mixing.



16 th April (10:00h to 12:15h SPAIN TIME)	Mandatory Initial Session 1 36 participants	High Intensity Productivity: Maximising the impact of short time periods or opportunities for progress
21 st April (10:00h to 12:15h SPAIN TIME)	Optional Session 2 15 participants	PGR wellbeing and resilience
23 rd April (10:00h to 12:15h SPAIN TIME)	Optional Session 3 15 participants	Different not wrong: Communicating with impact
26 th April ((10:00h to 12:15h SPAIN TIME)	Optional Session 4 15 participants	Coach Yourself Through Impostor Syndrome
28 th April ((10:00h to 12:15h SPAIN TIME)	Optional Session 5 15 participants	Effective communication with my supervisor
30 th April (10:00h to 12:15h SPAIN TIME)	Mandatory Final Session 6 36 participants	What next? Your career post-PhD

Cost and participants

150 € BIST researcher (30 available seats)

200 € External researcher (6 available seats)

Note about sessions:

All sessions include a 15min break.

Throughout all the sessions researchers will be encouraged to be open and honest in their learning, engaging with an open, positive and growth mindset, therefore, for sessions on 21, 23, 26 and 28 April there would be limit the number of participants to 15 participants per sessions.

All session would be run using Zoom to facilitate breakout rooms and utilise padlet as an online virtual space for sharing resources.

The session will require a member of BIST staff to manage the online hosting/participant technical questions, organise and manage bookings.

Descriptions of the programme:



MANDATORY INITIAL SESSION 1: High Intensity Productivity: Maximising the impact of short time periods or opportunities for progress

This online discussion seminar will support you to make the most of short periods of study and research time. We will work together to create a personalised plan of action combining High Intensity Productivity (HIP) with focused goal setting. You will consider the biggest reason for procrastination and learn how to break larger research and study activities into manageable and achievable tasks.

You will benefit from integrated protected self-development time to trial the tools learned in the session. You will reflect on how you will implement your learning in order to make the most of these opportunities and avoid procrastination.

By the end of the session you will know how to:

- Set realistic goals for short bursts of short periods of research or study time.
- Identify procrastinating behaviour and how to overcome it
- Plan and implement short successful and productive research or study opportunities

OPTIONAL SESSION: 2. PGR wellbeing and resilience (2¼hrs)

This workshop will cover key themes relating to wellbeing and resilience. You will be encouraged to reflect and share experiences with others and take part in discussion groups and activities

Themes discussed include:

- Recognising progress - embedding bounce back
- The good, the bad and the interesting - knowing what to expect in the middle part of the PhD journey
- Recognising wellbeing and good mental health
- Being kind to your present and future self

By the end of this session you will be able to:

- Identify resilience habits and opportunities for bounce back
- Understand the importance of selfcare in a changing environment
- Use resilience habits in your day to day work and research life to maintain a healthy sense of wellbeing



OPTIONAL SESSION: 3. Different not wrong: Communicating with impact

Ever thought or heard yourself saying this?

- *"I really need more information to make a decision on that"*
- *"What are we waiting for – lets just get it done, more action less faffing"*
- *"I don't mind really – what would you like?"*
- *"This sounds brilliant, oh that reminds me about this time when..."*

Any of the above sound familiar?

During this online live seminar we will consider how your preferred communication style can impact others. Utilising William Marston's DISC model, we will consider our communication preferences and those of others and understand how they impact on others.

By the end of this session, you will be able to:

- identify your own and others' preferred communication style
- identify how you might adapt your communication style to make a positive impact
- recognise your own default communication style and how this appears to others

OPTIONAL Session: 4. Coach Yourself Through Impostor Syndrome (2¼ hr)

This online discussion seminar will support you to identify impostor syndrome symptoms and share with peers how you have approached impostor syndrome in the past. The session will cover themes relating to anxiety, fear of failure, loss of confidence, procrastination, perfectionism and risk aversion. We will discuss how these aspects of impostor syndrome might be playing out through confidential small group coaching and discussion. You will then create a personalise framework to coach yourself to overcome impostor syndrome and to support others in a similar position.

By the end of the session you will know how to:

- Identify common aspects of impostor syndrome affecting researchers
- Cultivate impostor syndrome beating thought patterns
- Recognise personal values and beliefs that support self-confidence and esteem
- Have a productive coaching conversation with your peers to support you and others suffering with impostor syndrome in order to internalise accomplishments, challenge limiting beliefs and showcase strengths



SESSION SUGGESTION: 5. Effective communication with my supervisor

This discussion seminar and workshop highlights the changing dynamic and relationship between student and supervisor during the period of the PhD. Using a SWOT analysis and 4 point communication model we will create a communication framework to help you to make the most of this relationship as you move in to the middle/end part of your PhD.

By the end of the session you will

- Know how to use a SWOT analysis for communication
- Have discussed communication challenges and wins you have faced with your peers
- Know how to use a communication framework which allows you to be assertive in your communication.

MANDATORY FINAL SESSION: What next? Your career post-PhD

This workshop will provide you with the opportunity, skills and tools to engage proactively engagement in your own career development. The key aim of this introduction programme is to give you the opportunity to consider potential career options (both in and outside of academia). In addition, you will take away with you a model to use when making future career decisions.

The workshop will support you to:

- assess your current knowledge and skill set
- consider what you enjoy in your current role and what you need from future roles
- build up a picture of your career motivations and anchors
- think more holistically about the potential career opportunities you have
- spend time considering the market for highly skilled and talented job seekers and how to access these positions

By the end of the workshop you will have

- assessed your next career step
- set an action towards achieving your future career goal
- a model to use when making future career decision



Trainer:

Dr. Katy Mahoney

Dr Katy R Mahoney is an independent professional development coach, trainer and consultant. She specialises in researcher coaching by supporting researchers who want to improve their productivity, self-confidence and communication skills in order to be successful. Katy recognises that conducting all research comes with big challenges and also great rewards. She ensures that the researchers she works with leave her training and coaching sessions fully equipped to recognise learning opportunities, gain confidence and increase their productivity to achieve success. Katy completed a PhD in organic farming in 2006 and has worked in professional development roles delivering training and coaching at universities across the UK and Europe. Katy is a qualified research performance and development coach. She is an accredited MBTI step 1 & 2 and DISC Personality practitioner, Belbin team development trainer and accredited Realise Strengths consultant. When she is not working, Katy enjoys growing vegetables and introducing musical theatre to her young family.



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