



Vedlegg 2: The UiO Research Leadership Programme – Starting level (RLP-Start 2017)

Information to potential participants:

We are pleased to inform you about the upcoming Research Leadership Programme - Starting Level - (RLP-Start 2017). The University of Oslo (UiO) has for many years conducted a leadership development programme for experienced research leaders (The UiO Research Leadership Programme – Consolidating level). Drawing on experiences from this programme, UiO has now designed a programme intended for researchers in an early phase of their research leadership practice. The aim of the programme is to provide a basis for reflection and leadership training in the process of developing good practice as a research leader.

Time and venue

The UiO Research Leadership Programme – Starting level consists of 6 full course days organised in 3 events:

First event:	08-09 May 2017
Second event:	28-29 August 2017
Third event:	16-17 October 2017

All events include overnight stay(s) and take place at Soria Moria Hotel and Conference Centre on the outskirts of Oslo.

Target group/participant profile and expectations:

The target group of the UiO Research Leadership Programme – Starting level is researchers with any of the following characteristics:

- ✓ A talented, young researcher who has succeeded in attracting funding (a larger project) and thereby has been given the responsibility to build a research environment within his/her field.
- ✓ An experienced researcher who has recently been given responsibility as a leader of a research environment (group/larger project/centre/section/programme)

All applicants should be qualified beyond PhD level (e.g. post doc, researcher with PhD, associate professor or professor). It will strengthen the application if the applicant has received a highly competitive grant (e.g. ERC grant or Norwegian FRIPRO grant).

- The programme has a capacity of 40 participants. A number of places (up to 15) are available for applicants from other institutions than UiO
- Active participation is required before, during and between the events, as well as familiarity with the required course readings.

Programme aims and content

The programme aims to give participants

- A basic understanding of reflective research leadership and relational aspects of research leadership
- A good understanding of the development of research groups/research environments
- Knowledge of some tools that can support good research leadership in practice

Using a combination of experience sharing, case work and exercises, the programme will have a clear focus on the individual participant's situation and development as a research leader. It is therefore important that each participant has a leadership role to relate to and draw experiences from in the learning activities.

The main topics covered in the programme relate to the following areas:

- Research leadership - theoretical approaches, perspectives on research leadership
- Entering research leadership - understanding of role, platforms of authority
- The development of research groups – groups and teams, organisation and phases
- Self-reflection and relational aspects of leadership – understanding personal differences, building your own authority as a leader, strategic time management
- Approaching the double task: succeeding with your project and building a good research environment
- Relational aspects; cultural and organisational aspects of research leadership, role analysis, networking

Detailed programmes and learning objectives will be developed for each event.

Programme management

The course team at the University of Oslo is responsible for the programme. The team has 6 members, including the external consultant Søren Barlebo Rasmussen. Barlebo Rasmussen is an experienced expert in leadership development for research leaders and has been involved in the Research Leadership Programme at the University of Oslo since 2007.

Course fee

The course fee will be NOK 12000 per participant from UiO and covers primarily board and lodging. For external participants the course fee will be NOK 27500 excl. VAT per participant. From 2017, the fee for external participants covers the actual costs of the programme per participant. Invoice information should be included in the application form(s). The relevant unit is expected to cover the course fee for its own participants.

Application- and admission process

- Potential participants should apply through the leader of their own unit/institution before the deadline set by that unit. Please use the enclosed application form.
- Application forms should be sent jointly from each faculty/external institution to lederprogram-af@admin.uio.no by March 15th 2017. NB: please note that your unit may have set a different internal deadline.
- The programme team at the University of Oslo is responsible for admission. The programme is most successful when bringing together participants with a variety of academic fields. Ensuring diversity in the participant group is therefore an important part of the admission process.
- Admitted participants will be notified by the end of March 2017. They will also receive an invitation to an individual interview, primarily between the 18th and 21st of April 2017. The interview is an important component of the programme, both to ensure that the course team are well acquainted with the participants, and for the individual participant's preparations.
- Before the first joint event, each participant must fill in a short presentation and self-evaluation form.

Best regards

The RLP-Start 2017 Programme Team

Research Leadership Programme- Starting level (RLP-Start)

Themes 2017

08-09 May 2017	28-29 August 2017	16-17 October 2017
<p data-bbox="170 520 725 563">Research leadership - basics</p> <p data-bbox="170 639 454 675"><i>Thematic issues:</i></p> <ul data-bbox="219 691 741 1177" style="list-style-type: none"><li data-bbox="219 691 640 767">• Perspectives on research leadership<li data-bbox="219 780 712 906">• Entering research leadership: From project management to leading a research group<li data-bbox="219 919 730 995">• Understanding and benefitting from personal differences<li data-bbox="219 1008 741 1085">• Building good relationships and teams 1<li data-bbox="219 1098 562 1133">• Roles and authority<li data-bbox="219 1145 577 1177">• Time management 1 <p data-bbox="170 1238 443 1273">Home assignment</p>	<p data-bbox="797 520 1391 624">Relational aspects of research leadership</p> <p data-bbox="797 639 1081 675"><i>Thematic issues:</i></p> <ul data-bbox="846 691 1379 1177" style="list-style-type: none"><li data-bbox="846 691 1240 726">• Cultural understanding<li data-bbox="846 738 1368 774">• Levels of cooperation in groups<li data-bbox="846 786 1368 863">• Building good relationships and teams 2<li data-bbox="846 876 1317 911">• Building your own authority<li data-bbox="846 924 1088 959">• Role analysis<li data-bbox="846 971 1323 1048">• Self-awareness and reflexive leadership<li data-bbox="846 1061 1379 1137">• Career development for me and my group<li data-bbox="846 1150 1379 1177">• Establishing and using networks <p data-bbox="797 1238 1070 1273">Home assignment</p>	<p data-bbox="1442 520 1778 563">The way forward</p> <p data-bbox="1442 639 1727 675"><i>Thematic issues:</i></p> <ul data-bbox="1491 691 1989 1177" style="list-style-type: none"><li data-bbox="1491 691 1989 726">• Organizational understanding<li data-bbox="1491 738 1973 815">• Strategic research leadership – long term investments<li data-bbox="1491 828 1957 904">• Adapting your leadership to the situation<li data-bbox="1491 917 1877 952">• Portfolio management<li data-bbox="1491 965 1854 1042">• Creating an excellent research group<li data-bbox="1491 1054 1928 1131">• The leadership challenges ahead<li data-bbox="1491 1144 1957 1177">• Strategic time management <p data-bbox="1442 1238 1765 1273">Individual action plan</p>

The UiO Research Leadership Programme – Starting Level 2017
Application form

Name	
Position	
Institution (incl. faculty/ department/other unit, if applicable)	
Immediate superior	
E-mail	
Office phone	
Mobile phone	
Office address	
Discipline	
Year of PhD award	
Current and previous functions as research leader(incl. examples)	
Current and/or recent projects you are coordinating (e.g. ERC grant or Research Council of Norway grant). Please indicate funding source, time span, participants in the project.	
Motivation for participation	
<p>I,, hereby confirm that I will be able to participate in all days of the programme events. (Fill in full name to confirm.)</p>	

Invoice information

For UiO participants	Unit code (stedkode): Name of the unit's financial officer:
For applicants outside UiO	Complete invoicing information (Address and reference):