

Attaining your Research Goals

Wednesday 5th March 2014. Manchester

10.00am – 4pm



Embarking upon a Masters or PhD whilst carrying out a clinical role is, for many people, fuelled by a desire to achieve something significant and make a positive contribution to clinical practice. Juggling the demands of combining research with clinical practice and personal life requires skill, expertise and determination. However, the development of skills to sustain personal motivation, drive and enthusiasm over an extended period of time is an aspect of clinical researcher's development which is often neglected. This one day participative workshop will provide a unique opportunity to explore how to bring about genuinely lasting change in your performance by identifying your own personal style, strength and development areas as well as understanding the approach of others.

Workshop Facilitator

Damian Hughes, takes the methods used by great leaders and achievers and shows how these can be applied to teams and individuals to achieve success (<http://www.liquidthinker.com/>). Damian has worked with organisations in the commercial and public sector to develop change catalysts, inspiring leaders and great thinkers and was appointed Professor of Human Resource Management and Organisational Behaviour at Manchester Metropolitan University in 2010.

Workshop Programme

Throughout the day sessions will cover:

Behaviours and visibility: We will look at the behaviours that define ourselves when we are at our best and how we can deliver these with congruence and consistency. This is supported by looking at how we can offer constructive feedback which can be used as a clear method of measuring team effectiveness.

Emotional intelligence: Daniel Goleman suggests that the elite employee will be an emotionally intelligent one. We will look at the emotional factors which all employees require (safety, value, belonging and control) to ensure resilience and success.

Attitude: Drawing on leading psychiatrist, David Kantor's work we will look at how employees have to be flexible in their style, approach and communication with the four different types of attitude (initiator, blocker, detached and adapter) which is contained within any team or organisation.

Beliefs: How we frame our challenges are dependent on our mindset and we will look at the beliefs which are necessary to facilitate cultural shifts.

Culture: Edgar Schein identified the 10 factors which helped to shape a culture. We will look at the most effective of these and how we can start to translate them into actions.

Three stages of change and Leadership Moment: We will explore the three stages of change – Ridicule, Opposition and Acceptance. If we have an understanding and awareness of each stage

we are less likely to be hindered and more likely to have the courage to bring about change and be the 'best leader that we can be' at both work and at home. This will ensure that all attendees leave on a real high.

Tool Kit

At the end of the session we will spend a significant period of time providing you with a practical "Tool Kit" to enable you to take the lessons learned back into the work, play and home environments and start to apply them. This will ensure the impact generated over the session is sustainable and creates real results for each participant.

Who Should Attend

This workshop is part of a programme of work supported by NHS Research and Development North West to support NHS based early career researchers from a non-medical background.

It is aimed at people who are actively involved in undertaking research at Masters, Doctoral or Post-doctoral levels or have a significant remit to undertake research as part of their job description.

Registration

Numbers are limited for this workshop so you are advised to book early

To register please follow this link: <https://www.surveymonkey.com/s/J3QFN82>

For further information please contact Leanne.Grogory@researchnorthwest.nhs.uk