

Successfully shaping the doctoral phase: A workshop series for supervisors and doctoral researchers

Leibniz Institute of Agricultural Development in Transition Economies (IAMO)
Leibniz Institute of Plant Biochemistry (IPB)

A productive and professional supervision relationship makes a decisive contribution to the success of the doctorate. The workshop series aims to empower supervisors and doctoral researchers in establishing a fruitful supervision relationship. Considering the specific needs and tasks of supervisors and doctoral researchers, the workshop series has a two-track approach:

The [Track for Supervisors](#) aims to inspire better supervision and to hone leadership skills, e.g. by discussing roles and conflicts in supervision; working with methods to match expectations; highlighting the importance of self-care, mental health and resilience; getting equipped with strategies to manage international and diverse teams, as well as to communicate and provide feedback in a constructive way.

The [Track for Doctoral Researchers](#) aims to support doctoral researchers to manage their doctoral project and the challenges of the academic world successfully as well as to contribute their share to a successful supervision relationship. This track explores topics like productivity and provides tools to structure the day in a way that it aids concentration and focus; it provides strategies for managing well-being in research; it helps to identify procrastination loops and drivers of motivation; it discusses how to interpret feedback, to manage expectations, or to navigate different types of supervisors.

Detailed program (including registration links): below and [online](#).

The workshops are open to IAMO and IPB researchers.

About the trainer

[Desiree Dickerson, PhD](#) is a former postdoctoral researcher in neuroscience and a clinical psychologist and is working since 2018 as an Academic Consultant with a focus on Mental Health & Well-being. Her research has been published, e.g., in *Translational Psychiatry* and *Frontiers in Behavioral Neuroscience*. Her editorial articles on mental health and other topics have been featured in *Nature* and *Science*.

Track for Supervisors

This series is designed for IAMO & IPB supervisors - i.e., postdocs, senior researchers, PIs with supervision experience. Single session sign-up is possible. Places will be allocated in the order of incoming registrations.

Workshop 1: Roles in supervision

Tuesday, 18.01.2022 | 09.30-11.00 a.m. | Online

Max. number of participants: 30

Registration: <https://events.ipb-halle.de/e/PI-Roles2022>

Format: Zoom-Meeting (Zoom link will be provided ahead of the workshop)

Contents

- Reflection: Roles of supervisors (teacher, colleague, mentor, coach, ...?)
- Clarifying the roles among supervisor team: Constellations, hierarchy conflicts and assignment of competencies
- Clarifying & matching expectations towards supervision on both sides, communicating expectations clearly
- Reflecting on one's own preferred supervision or leadership style (long vs. short "leash"; freedom/independence vs. delivering timely results/accountability)
- Getting to know different (learning, working) styles and needs (of both sides)

Workshop 2: Managing conflict

Wednesday, 23.02.2022 | 10.30-12.00 p.m. | Online

Max. number of participants: 30

Registration: <https://events.ipb-halle.de/e/PI-Conflict2022>

Format: Zoom-Meeting (Zoom link will be provided ahead of the workshop)

Contents

- Which dilemmas/conflicts can occur?
- Identifying early warning signs for dilemmas/conflict, recognizing triggers
- How to proactively avoid/avert dilemmas/escalation? How to deescalate?
- How to deal with conflict? Having difficult conversations: Communicative strategies
- When is it time to get help from outside? (or to walk away?)

Workshop 3: Mental health and well-being

Wednesday, 16.03.2022 | 10.30-12.00 p.m. | Online

Max. number of participants: 30

Registration: <https://events.ipb-halle.de/e/PI-MentalHealth2022>

Format: Zoom-Meeting (Zoom link will be provided ahead of the workshop)

Contents

- Self-care for supervisors - how to avoid a burn out for myself? increase resilience to stress, anxiety and burnout
- Recognizing drains on one's mental and emotional energy
- Managing internal and external expectations, burden of responsibility for others
- Supporting (mental) wellbeing/ work-life balance of supervisee
- Effective communication about well-being, asking the right questions

Workshop 4: Building a team

Wednesday, 27.04.2022 | 10.30-12.00 p.m. | Online

Max. number of participants: 30

Registration: <https://events.ipb-halle.de/e/PI-Team2022>

Format: Zoom-Meeting (Zoom link will be provided ahead of the workshop)

Contents

- Leading and motivating your doctoral researchers
- Team dynamics, leadership role, peer-feedback, fostering exchange and mutual learning
- Supervising international doctoral researchers / working in international & diverse teams: Interculturality and dealing with diversity & gender (explicit and implicit norms, e.g. certain persons being pushed into or automatically assuming certain roles, unconscious bias, different education systems)

Workshop 5: Communication & feedback

Wednesday, 11.05.2022 | 10.30-12.00 p.m. | Online

Max. number of participants: 30

Registration: <https://events.ipb-halle.de/e/PI-Commun2022>

Format: Zoom-Meeting (Zoom link will be provided ahead of the workshop)

Contents

- Communication/personality styles
- Clarifying mutual expectations
- Intercultural communication/ different cultural backgrounds
- Active listening
- Constructive feedback (oral/written)

Track for Doctoral Researchers

This series is designed for IAMO & IPB doctoral researchers. Single session sign-up is possible. Places will be allocated in the order of incoming registrations. Recognition in DCPAE: 1 CP (Soft Skills) if all workshops are attended).

Workshop 1: Strategies for managing mental health and well-being in research

Thursday, 20.01.2022 | 10.30-12.00 p.m. | Online

Max. number of participants: 100

Registration: <https://events.ipb-halle.de/e/PhD-MentalHealth2022>

Format: Zoom-Meeting (Zoom link will be provided ahead of the workshop)

Contents

We explore the many ways that academics are trying navigate their roles and their well-being in the research world.

- What are challenges to (mental) well-being in the academic world?
- Managing internal and external expectations
- Identifying our red flags (our first signs of stress)
- How to deescalate thoughts, sensations, and emotions
- Tools/ways to deal with set-backs, increase resilience

Workshop 2: Rethinking productivity

Thursday, 24.02.2022 | 10.30-12.00 p.m. | Online

Max. number of participants: 100

Registration: <https://events.ipb-halle.de/e/PhD-Productive2022>

Format: Zoom-Meeting (Zoom link will be provided ahead of the workshop)

Contents

Learn to see productivity through a well-being lens. Learn how to structure your day in a way that aids your concentration and focus, rather than constantly detracting from it.

- Creating productive routines, rhythms that help one's productivity
- (Realistic) planning, benefitting from to-do-lists and other tools
- Recognizing drains on productivity, what stalls one's work or rhythm
- The role of breaks and recreation for productivity
- Productivity in a supervision relationship: Getting to know different (learning, working) styles and needs (of both sides)
- Balancing family/civic/other roles and research

Workshop 3: Motivation and Procrastination

Thursday, 17.03.2022 | 10.30-12.00 p.m. | Online

Max. number of participants: 100

Registration: <https://events.ipb-halle.de/e/PhD-Motivation2022>

Format: Zoom-Meeting (Zoom link will be provided ahead of the workshop)

Contents

Procrastination is a way of easing our own discomfort. Discomfort because the task is too hard, too boring, too big, too scary. The difficulty with procrastinating is that it makes you feel better for a moment, which makes it very reinforcing (and therefore more likely that you will do it again next time), but it does nothing to fix the reason the task feels uncomfortable to begin with. It is still too big, too hard, too scary, or too boring the next time you sit down to do it. So, the cycle repeats. We will discuss:

- What drives one's motivation
- Identifying cycles of procrastination
- Identifying underlying thought patterns, ways/tools to deal with/reframe them
- Strategies/tools to alleviate the discomfort that causes procrastination

Workshop 4: Navigating Supervision. Supervisors, communication, & boundaries

Thursday, 28.04.2022 | 10.30-12.00 p.m. | Online

Max. number participants: 100

Registration: <https://events.ipb-halle.de/e/PhD-Supervision2022>

Format: Zoom-Meeting (Zoom link will be provided ahead of the workshop)

Contents

Learning to navigate the supervisor/supervisee relationship is critical to positive outcomes in our PhD/Postdoc experience. This dance is not necessarily always easy.

- What is and how to create and foster a healthy relationship in doctoral supervision
- Navigating different types of supervisors/supervision and personality styles
- Managing expectations, setting boundaries
- Communication and active listening
- Interpreting feedback rightly (vs. taking it personally)
- Assumptions, thoughts and behavior patterns that aren't helpful
- When is it time to get help from outside? Or to walk away?