

LEADERSHIP DEVELOPMENT FOR SCIENTISTS

Plan -> Guide -> Succeed

Great Research Leaders Are Made, Not Born

There's simply no correlation between doing great science and leading groups of researchers. Yet the success of your research program demands that your program directors be powerful team leaders -- motivating, guiding, and directing their groups to be focused and effective.

Most investigators who must lead and manage researchers have little or no prior training in directing people. They tend to be promoted for their skills as scientists, not their accomplishments as team leaders. Their knowledge of management is largely a matter of chance -- whom they have worked with and what they have learned on their own.

Science managers at the highest levels of your company are probably too busy to provide the mentoring they would like to give, and all mentors have their limits. A great challenge: how to teach research managers to excel without sacrificing your time or theirs.

The Solution

Still Point Coaching & Consulting conducts a variety of programs for developing research leadership skills. We help scientists to cultivate their distinctive leadership styles and communicate objectives more clearly, build and manage high-performance teams, and harness the best talents of their team members.

Our seminars, workshops, and individual coaching are effective because we draw on our experience in running laboratories and managing dynamic organizations. Still Point's partners combine extensive backgrounds in building and managing research groups, coaching top scientific leaders, guiding project plans to successful completion, and motivating scientists to improve their communication skills. We speak from personal understanding, backed by research on great management and team-building, and illustrated by real-world case studies.

A Program Tailored to Your Needs

Still Point works onsite and offsite with researchers at all levels of management, developing a system that best suits your needs and your budget.

Our services are available inhouse, online or by phone.

Additional Services for Researchers

Still Point provides a spectrum of services to help scientists advance their careers. We offer seminars and individual coaching in writing and publishing for peer-reviewed journals, making platform and poster presentations, developing business plans and grant proposals, and managing career transitions. Finally, we provide individualized coaching to C-level executives in pharmaceutical and biotechnology companies.

Call us for a free evaluation of how we can help your researchers be more effective. Please see www.stillpointcoaching.com for details.

Invest in stronger leaders to build more productive teams

What your research leaders will learn

Mastering the Foundations

- How to spot an effective leader
- Creating and testing a vision
- Adapting leadership style to employee competence (situational leadership)
- What to look for in new hires
- Setting group objectives and individual goals

Communicating Effectively

- Working with a diversity of backgrounds, genders, and personalities
- Providing critical feedback that doesn't offend

- Choosing your media and messages wisely (in person, by telephone, and email)
- Running efficient, effective meetings that really work
- Ensuring accuracy, precision, repetition and consistency

Building a Team

- Building trust
- Accommodating for different work styles
- Using emotional signals constructively
- Regrouping when team players join

or leave

- Making commitments
- Managing conflict
- Holding all accountable
- Focusing on results

Developing a Culture

- Setting and enforcing ground rules
- Integrating people management with project management
- Orienting academic scientists to the ways of industry
- Managing for disciplined creativity
- Balancing team and individual efforts

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