

Transferable skills for researchers, by  
researchers



**2020-2021  
COURSES**



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# About SciLink

The nature of researchers' work in the 21st century is changing rapidly! In academia and the corporate sector, researchers need to be confident, capable communicators; experts in research management, aware of the diversity of intercultural research groups and disciplines, manage stressful steps in their research, but remain open and innovative at the same time. Through high quality workshops, mental health management, and mentoring, we are committed to providing these skills to early stage and experienced researchers from all disciplines.

SciLink was founded by researchers from various European universities who see the need for access to skills and other professional development tools in the research community. To that end, SciLink uses its vast network of experienced and active researchers to train and mentor their peers.

## What We Offer

SciLink offers expert, affordable training in transferable skills to universities, research centers, private sector entities, institutions, and to individuals. Our training is conducted by active researchers from a variety of disciplines and can be adapted to the needs of your research community. Most courses are offered as two-day in-person training at your organization OR live, online courses that are either open or exclusive to your researchers. All courses can be adapted to one-day courses or arranged off-site. In the following pages, we provide an overview of our current training modules.



# TRANSFERABLE SKILLS COURSES

## *Interdisciplinary skills that enhance the workplace*

Whether it's effectively communicating the outcomes of a research project or building positive relationships with colleagues from different backgrounds, a workforce with a robust transferable skills set makes for a stronger organization. SciLink offers the following courses taught by researchers who have developed recognized expertise in a particular transferable skill:

- Communicating Science
- Storytelling Science and Argumentation
- Managing Emotions and Expectations in Research
- Achieving Success with less stress
- Leadership in Research
- Communication Skills
- Career Management and Employability
- Intercultural Skills

## COMMUNICATING SCIENCE

### *Communicate research effectively to everyone*

Increasingly, the ability to communicate research and results to a diverse audience is of growing importance. This workshop aims to provide researchers with necessary knowledge and skills to communicate their research to the wider public. Researchers learn first-hand from an experienced scientist/journalist how to publish their research in newspapers to reach non-academic audiences. The workshop also familiarizes students with social media channels such as Twitter, which can serve as a tool for communicating research ideas and findings.

### About the trainer

**Dr. Stefano Ceccon** is a data journalist at The Times and The Sunday Times and a senior data scientist at News UK. He holds a PhD in data mining and machine learning from Brunel University, London, and has worked for 2 years as a post-doctoral researcher at City University, London, before joining News UK. As a journalist, he contributed to international stories such as the Doping Scandal and the Tax Avoidance investigations. As a researcher, he has published several papers and presented at major machine learning conferences.



# STORYTELLING SCIENCE & ARGUMENTATION

*Refine public speaking skills*

Increasingly, researchers are expected to be confident communicators of their work to peers and broader audiences. This course is designed to provide an introduction or refinement to public speaking skills and using critical thinking and reasoning in arguments. Throughout the workshop, participants will practice their communication skills, while receiving coaching in a supportive environment. The course will address several key areas including:

- What makes effective science communication
- How to use logic in argument construction
- How to be a persuasive public speaker
- Team working for public discourse
- How to deal with public criticism
- How to be confident in the public eye

To assist on-going development, the course provides a framework which participants can leverage to sustain their personal development beyond the course.

## About the trainer

**Dr. Scott Harrison** is currently a researcher at the German Institute for International Education. Previously, Scott was a Marie Curie Fellow at the University of Siegen working on research on labor market and skills requirements in the 21st century ([www.eduworks-network.eu](http://www.eduworks-network.eu)). Key findings from the project identified the need for better transversal skills training of PhD and early career researchers. He obtained a PhD in Australia in Economics, focusing on educational outcomes. His background in technical areas such as statistical analysis and logical reasoning, coupled with extensive public speaking throughout his career, has made him a wonderfully engaging public speaker and trainer.



# MANAGING EXPECTATIONS AND EMOTIONS IN RESEARCH

## *Identify personal challenges and relationship-building in the workplace*

This workshop will focus on the expectations and challenges a career in academia presents for researchers. Through experiential and didactic teaching, participants will be helped to reflect on their current well-being and identify any personal/academic/mental health challenges they may have. The roles of various professional relationships will be explored and participants will develop strategies to maximise these relationships. The workshop will also offer skills in stress management and resources to support researchers personally through their academic career.

## ACHIEVING SUCCESS WITH LESS STRESS

### *Find balance in the world of research*

This workshop re-visits the expectations and challenges for the Researcher and how this may impact personal well-being. Through self-reflection and discussion, participants will have an opportunity to reflect on their self-care and explore their own personal challenges going forward. Consideration will be given to helpful strategies they can practice for building self-confidence in managing their work, life and, leisure balance.

## About the trainer

**Dr. Mark Robinson** joined the Trinity College Dublin Student Counselling Service in 2011. He attained a Higher Diploma in Psychology and a Doctorate in Counselling Psychology, both through Trinity College Dublin. Prior to studying psychology, he studied economics and philosophy to degree level. He meets with students for individual counselling, facilitates workshops and groups and is currently coordinating all training requests made to the SCS. This involves writing, developing, and delivering trainings on such topics as supporting students in distress, self-care, resilience, and perfectionism. He has gained experience working therapeutically with people of all ages from a wide variety of backgrounds and across a wide variety of settings. Mark practices as an integrative therapist drawing on humanistic, emotion-focused, psychodynamic, and cognitive behavioural frameworks. He has a particular interest in how we make meaning of our experiences of painful emotions.



# LEADERSHIP IN RESEARCH

*Lead research teams and projects with confidence*

Leadership is an emergent characteristic that brings together different skills and competences to effectively navigate change and manage people and organizations. These skills and competences can be acquired and developed. In Academia, most team leaders have grown into leadership roles without a proper education or training focused on excelling in that role. This course aims to fill this gap and endow participants with the tools needed to advance their leadership skills. The following is covered in this course:

- Participants will learn and discuss key principles and instruments of leadership in decision making processes, team management, and conflict resolution.
- Acquisition of a range of concepts and models central to leadership
- A critical examination on the contribution of leadership in teams and organizational effectiveness.
- Key components for effective and assertive communication.
- Developing an understanding of personal leadership style and how it impacts the willingness of co-workers to reach and fulfill the team vision and optimize the outcomes.

The course goes beyond the teaching of abstract concepts as it is designed to be interactive and applied on day-to-day challenges participants encounter.

## About the trainer

**Dr. Marco Masia**, is a scientist and entrepreneur. With a MSc in Chemistry and a PhD in Physics, he has worked as a Professor of Theoretical Chemistry for ten years at the University of Sassari. He has published many high impact papers, participated in European projects, and collaborated with diverse research teams across the world. With a Masters of Business Administration from the Frankfurt School of Business, he has founded and managed a start-up, has managed a large non-profit organization, and currently advises start-ups and SMEs. The training syllabus draws from his unique experience in research, business, entrepreneurship, and management, and is tailored specifically to researchers.



## COMMUNICATION SKILLS

### *Articulate research to a diverse audience*

This one day course is specifically designed for those with high levels of information, who want to successfully present their methodology and concepts to non-academic and /or commercial audiences. Often great ideas cannot be communicated because of poor content structure, lack of confidence, and weak vocal delivery. Packed with techniques and practical exercises based on the very latest developments from the psychology of communication, vocal performance, linguistic, emotional intelligence, and successful influence strategies. This training ensures that researchers have all the tools required to deliver their message with credibility, persuasiveness, and impact.

## CAREER MANAGEMENT & EMPLOYABILITY

### *Shine in your current or future research career*

Researchers should be aware of their strengths and weaknesses when thinking of career possibilities. In this course, our goal is to make researchers reflect about their current skills and potential talents they bring to the labour market for both academia and industry. With this information and support from the trainer, participants will be able to design a personalised employment strategy.

### About the trainer

**Dr. Susana de Juana** is an assistant lecturer at the Department of Business Organization at the University of Alicante, Spain, and a member of the SIRHO research group. She earned her PhD in business management in 2005. She has taught courses on IT/IS management, HRM, e-government, and e-business. Her research topics include e-government, HRM, and online learning. She has published papers in various conferences and journals both nationally and internationally and is a member of numerous scientific and editorial boards. Susana has participated in several research projects and has also worked as a consultant.



# INTERCULTURAL SKILLS

## *Excel in multicultural working environments*

Our workplaces are fast becoming more diverse and multicultural. To be successful in the 21st century workplace, the ability to communicate and behave appropriately with people from other cultural backgrounds has become an asset. In this interactive workshop participants will explore to what extent and how culture influences interpretations of the world, what to expect from a manager, how to communicate, make decisions, approaches to work and deadlines, and much more. The focus will not only touch on national cultures, but also layers of culture such as academic disciplines, gender, and generation. Participants will also practice different behaviors like communication styles and learn strategies to be more effective in a diverse and multicultural team and workplace.

## About the trainer

**Pauline Vromans** is an intercultural trainer who mostly works with expatriates on how they can be more successful on their international assignments. She also lectures at the Amsterdam Business School of the University of Amsterdam, working with students from many different cultural backgrounds. In the last fifteen years, she has lived and worked/studied in the Netherlands, Mexico, Costa Rica, Australia and the USA. Pauline holds a MSc. in Human Resource Studies with a minor in communication from Tilburg University, as well as a MSc. in Culture, Organization and Management from the Vrije University, Amsterdam. She researched and published on expatriate adjustment to culturally similar and dissimilar countries and the role of expectations herein. Her research in Costa Rica examined the opportunities and challenges that local versus foreign entrepreneurs face in a developing tourism destination. She is currently pursuing a PhD with a focus on intercultural competence development.

# RESEARCH SKILLS COURSES

## *Professional development for researchers*

In today's growing competitive landscape in research careers, it has become more important than ever to advance the skills needed for a sustainable career in research. Scilink's research skills courses provide early-stage career researchers and postdoctoral students professional development opportunities from writing more compelling articles and grant proposals to building a business case from their research. Our courses also provide an environment for researchers to network and build relationships across European universities. The following courses are currently provided:

- Grant Acquisition
- Writing for Publication
- Research Ethics
- Theory Development
- Entrepreneurship for Researchers 101
- Innovation Management for STEM, Humanities, and Social Sciences
- Research Project Management
- Intellectual Property Management

## GRANT ACQUISITION

*Improve subsidy proposals and increase rates of success*

The grant acquisition workshop is tailor-made for participants and their needs. Participants will be asked to formulate their project ideas and ambitions. Throughout the workshop, participant proposals will be iteratively refined. Key areas discussed within the training are:

- general grant schemes,
- the writing life-cycle,
- writing tips,
- legal aspects (IP management),
- the evaluation process

The facilitator will also provide an overview of and advice on subsidies and grants that match the proposed research or career profile.



# WRITING FOR PUBLICATION

*Improve writing skills for peer reviewed journals*

This course is aimed at experienced researchers who wish to publish their research. The participant might be halfway through their PhD, may be junior or more senior faculty seeking to publish more effectively in quality peer reviewed journals. The program is divided into six sessions:

- Directing your research
- Introductions to Research Articles
- Macro and Micro-level Argumentation
- Literature Reviews
- Developing your Conclusion
- Peer Reviews

Participants should bring one well-written published article and one self-written article currently in progress or recently finished.

## About the trainer

**Robin Bellers** has been teaching academic writing for graduate students at Central European University in Budapest since 1999. At CEU Robin works with masters students from most departments, but most closely with those in International Relations, Political Science, Legal Studies, History, Nationalism and Mathematics disciplines. Robin has delivered outreach courses on academic writing for masters and PhD students and professional researchers. He has worked with faculty and PhD students in other countries such as Russia, Lithuania, Estonia, Holland, and Myanmar. He has also taught numerous courses for professional researchers at the Hungarian Central Bank and the Hungarian Academy of Sciences.



# RESEARCH ETHICS

*Develop moral argumentation skills in relation to research ethics*

Based on real-life cases, videos, various ethical guidelines, and relevant articles, the objective of this workshop is not about the theory of ethics, but rather to provide a hands on approach to adequately resolving the ethical dilemmas that one is likely to come across in a career as a scientist. Specifically, this workshop aims to help researchers develop skills in identifying the (sometimes subtle) ethical issues that play into research, and will provide participants with a structured sequence for arriving at ethically sound decisions.

## About the trainer

**Dr. Stefan T. Mol** is assistant professor in Organizational Behavior and Research Methods at the Amsterdam Business School of the University of Amsterdam, where he teaches research methods, performance management, cross cultural management, social entrepreneurship, and business research ethics. He received his Master's degree in psychology at the University of Amsterdam in 2000, and his PhD in psychology in 2007, at the Institute of Psychology of the Erasmus University Rotterdam. His work has been published in numerous peer reviewed journals and handbooks.

## About the trainer

## THEORY DEVELOPMENT

*Construe a compelling theory*

Theory and theory development are seen as crucial to making meaningful academic contributions to bodies of knowledge in management and organizational research. Despite its prominence, the constituent processes around theorizing are often left implicit, and not typically discussed or taught in doctoral training programs. The course addresses this very point; through a series of exercises, practical assignments and readings, participants will be trained in framing a contribution; become creative in combining perspectives; and develop skills in the articulation of novel ideas.

**Dr. Omar Solinger** works as an assistant professor in organizational behavior at the VU University Amsterdam. His current research seeks to re-interpret OB concepts and build process theories, with knowledge gained from high-density longitudinal research. His current studies are focused on job attitudes (the organizational commitment attitude), the psychology of change and transitions (e.g. socialization, organizational exit, and reactions to involuntary change), leadership, herding behavior, and construct re-design. He has published in the Journal of Applied Psychology, Organization Science, and the Journal of Occupational and Organizational Psychology.



# RESEARCH PROJECT MANAGEMENT

*Manage research with confidence*

This course provides an introduction and in depth insight on the principles of managing scientific projects by improving management skills of participants. Participants will learn how to apply these principles on typical types of research projects in academia: collaborative third-party funded research projects, individual doctoral or post-doctoral research projects, or publication management. Knowledge gained in this course can be applied and adapted to a researcher's everyday work.

The format of this course is interactive, experience-based rather than receiving longer presentations on general project management principles. As an outcome, this course can help participants to organise their work more effectively and with less stress. This workshop is recommended to those who want to become successful leaders or members of research projects.

## About the trainer

**Dr. Gábor Kismihók** is the Head of Learning Analytics research group at TIB – Leibniz Information Centre for Science and Technology. He concentrates his research efforts on matching processes between education, labour market, and individuals. Gábor published his research in various peer-reviewed international journals and book chapters in the fields of Learning Analytics, Technology Enhanced Learning and Knowledge Management. In the past years he has been busy with leading various EU funded research projects (FP7, FP7 Marie Curie ITN, Lifelong Learning Programme). Gábor is also a member of expert panels reviewing proposals for EU funding.

# ENTREPRENEURSHIP FOR RESEARCHERS 101

*Navigate the entrepreneurial journey from idea to launching a business*

An interactive workshop where participants will be trained in state-of-the-art techniques to foster their creativity, and will learn how to start and manage an innovative business. The workshop will focus on core concepts in entrepreneurial capacity building. In addition, it will tailor specific elements to researchers strengths and weaknesses. Working in teams, participants will be trained to identify an entrepreneurial idea, make it profitable, improve on it, start a business, and deliver a successful product.

## INNOVATION MANAGEMENT

*For STEM, Humanities and Social Sciences*

The political push for research and innovation is accompanied by a great hype on technological disruption, mostly from STEM. A missing piece of information in the current debate is that technological innovation is hardly disruptive. Disruptive innovation is brought about by solving new problems with existing capabilities. Researchers from all fields have the competences and skills to be disruptively innovative, with no need to discover or develop new technologies. In this interactive course, researchers will learn how to develop new business models to disrupt the marketplace.

### About the trainer

**Dr. Marco Masia**, is a scientist and entrepreneur. With an MSc in Chemistry and a PhD in Physics, he has worked as a Professor of Theoretical Chemistry for ten years at the University of Sassari. He has published many high impact papers, participated in European projects, and collaborated with diverse research teams across the world. With a Masters of Business Administration from the Frankfurt School of Business, he has founded and managed a start-up, has managed a large non-profit organization, and currently advises start-ups and SMEs. The training syllabus draws from his unique experience in research, business, entrepreneurship, and management, and is tailored specifically to researchers.



# INTELLECTUAL PROPERTY MANAGEMENT

*IP beyond legal frameworks*

This workshop offers a wide approach to creativity and innovation and how its protection through intellectual property management could develop a sustainable competitive advantage. Being the first is not enough anymore, an innovator must actively look at differentiating value for consumers. IP constitutes a legal barrier for competitors but also physiological barriers. Researchers will learn how to protect the results of innovation and creativity process, if possible, in order to get the exclusive right to show a unique position.

## About the trainer

**Eva Toledo** is the strategic marketing professor at the Economics School of the University of Alicante, a Spanish official patent and trademark attorney, magister lycentivus in intellectual property (Alicante) and specialist in intangible assets analysis and management. Eva is also Partner and Agency Manager in Strategy & Protection Area at PADIMA, a firm that specializes in the strategy, protection, and defence of the creativity and innovation results.

In the field of research, her latest research collaborations have been in the study "The Triangle of Business Success: Innovation, Trademark and Exportations" (2016) and in the study "The Impact of Trademarks in the Spanish Economy and Society" (2012), commissioned by ANDEMA and the OEPM to the University of Alicante.