



## PROGRAM FACILITATOR

The program will be conducted by Adjunct Professor Larry Marlow, CEO of Marlow Hampshire.

Larry Marlow's professional background includes roles as clinician, researcher and academic.

He has conducted researcher development programs in a large number of Medical Research Institutes, Universities and Clinical/Hospital settings as well as conducting leadership development programs for over 40 Universities. He receives consistently strong positive feedback for the perceived value and impact of his program presentations.

This program has been conducted for several years in Victoria and has received consistently excellent feedback based on perceived relevance of the content to the challenges in leading in a scientific & technical environment, networking opportunities, and learning impact on participants.



## FEEDBACK FROM PAST PARTICIPANTS

*"I think this is a very valuable program in equipping researcher leaders with the skills and tools, they need to compete on the international stage"*

*"This program gave me a significant boost in skills and confidence as a researcher and research leader"*

*"The program has far exceeded my expectations and will significantly enhance multiple aspects of my professional life – thank you very much"*

*"Terrific - this was the best research development program I have attended so far. Larry is a great speaker, very wise, very experienced. I would highly recommend this program"*

*"Great program, extremely beneficial and should be a pre-requisite for any Group Leader or Lab Head"*

# VICTORIAN CONSORTIUM FOR HEALTH & BIOMEDICAL RESEARCHER DEVELOPMENT PROGRAM 2022

**The natural progression if you are successful as a researcher is to become head of your own research lab or group and stop spending time at the bench. You are no longer a scientist; you are a leader of scientists.**

**Despite years devoted to study in their scientific discipline, researchers may have received little or no training in leadership and how to develop high performance research teams.**

## 2022 Melbourne Program Dates

**Module 1 – 9<sup>th</sup> & 10<sup>th</sup> May**

**Module 2 – 6<sup>th</sup> & 7<sup>th</sup> June**

### Investment cost per participant

The 2022 cost for attending this 4-day program (2 x 2-day modules) is **\$2,350 (incl GST)**

This includes all program training materials, self-diagnostic questionnaires, selected research journal articles, tip-sheets, and other handouts.

Venue:

Clifton's Conference Centre  
Level 1, 440 Collins Street  
Melbourne

## THE TARGET AUDIENCE

The Health & Biomedical Research Leader Development Program is suitable for Basic Science and Clinical Researchers, Laboratory Heads or Laboratory Managers, Research Group Leaders, MCRs and promising ECRs. It has been developed & designed to assist the development and career progression of researchers as well as the transition of current PIs and Research Group Leaders into more effective leaders of research teams.

**For further information or to register for the Program, please contact:**

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## OVERVIEW OF PROGRAM

Research cannot be divorced from people. Interactions of research personnel can make or break a research initiative. Despite extensive scientific experience and expertise scientists promoted to leadership of research teams may not possess skills and working models for such activities as hiring staff, giving, and receiving feedback, building a high performing team, delegation, time management, conflict management, fostering collaboration, coaching, and mentoring post-doctoral staff etc.

The costs of research mismanagement are high and include reputation damage, reduced ability to generate future funding, retraction/ correction of publications, loss of quality researchers and high turnover impacting project completion.

Contract researchers who are insecure about continued funding may leave prematurely to seek employment elsewhere.

Despite these evident facts, many research managers still claim that they have little or no time to read the literature on leadership, believe that leadership skills are learned through trial and error and concede that their people management skills are underdeveloped.

## THE PROGRAM LEARNING APPROACH

The program incorporates a powerful combination of practical exercises including pre-reading, self-diagnostic surveys, simulations, skills-practice, case studies, small & large group discussion.

It is highly interactive and group size is kept small to enable participants to meet others and form new collaborations.

A strong action & development plan focus means that participants will take back to their workplace ideas and initiatives to immediately implement and share.

## PROGRAM OUTPUTS

**As a result of attending this program participants will:**

- Have gained an understanding of the current state of medical research in Australia and the driving factors influencing change
- Better understand their current strengths and development needs as researchers and research leaders and have opportunity to consider career progress
- Enhance and practice selected research leadership and management skills including strategic thinking and planning, teambuilding, delegation, meeting management, and conflict resolution
- Understand the place of performance management in a research context; and how to effectively manage staff underperformance and high performance in a skilful manner

- Have an enhanced understanding of diversity in the workplace and developed strategies to make best use of such diversity
- Learn how to enhance their people management and emotional intelligence skills including the ability to provide feedback, coach, influence, reward and motivate staff
- Have improved skills in building collaborations and interdisciplinary teamwork
- Better understand effective use of team decision making and facilitation skills and processes to generate a climate of team creativity and innovation
- Acquire skills to engage with industry and obtain non-CAT 1&2 funding
- Learn new ways of presenting data such as visual analytics & presenting findings including infographics
- Have designed a practical plan to implement the program learning back in the workplace to produce measurable impact within their area of influence

## THE TRACK RECORD

Over 700 researchers have completed this program to-date either through state-wide consortia programs conducted in Victoria and NSW over the past 9 years or in-house for Medical Research Institutes and University Faculties of Medicine and Health Sciences in 5 Australian States.

Whilst the program has largely attracted laboratory health and biomedical researchers it has also attracted a wide range of health research disciplines including medical, nursing, and allied health clinicians, public health researchers, biomedical and general engineers, biologists, I.T. and others.

The program fosters the forming of collaborations between participants and the development of interdisciplinary research projects and has been used by several universities to break down silos between historical departments and disciplines. It has also been used to foster collaborations between geographically dispersed researchers working in the same field (e.g. cancer and T1 diabetes) and for the development of clinical academics.