

The progression from being an individual scientist or technician to leading & managing a team can be for many a challenging transition.

Recruiting high performers, inspiring, and motivating staff, maintaining performance levels, establishing a culture of creativity & innovation, keeping people engaged and highly productive, building team collaborations and even running effective meetings all rise in importance.

You need to think more strategically, to build strong relationships outside your unit with internal stakeholders and customers. You need to learn new skills in coaching staff, giving feedback, handling conflict, managing new competing demands on time, communicating to different audiences, and influencing others.

2024 Melbourne Program Dates

Program 1 - 21/22 February, 2024

Program 2 - 5/6 August, 2024

Investment cost per participant

The cost for attending this 2-day program - (NR)

(2 days) \$1,500 (ex GST)

(NR) = Non-Residential – Program fee is inclusive of tuition, learning materials and meals during program.

**FOR MORE INFORMATION OR TO REGISTER FOR THE PROGRAM,
PLEASE CONTACT:**

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LEADING & MANAGING *THE PEOPLE SIDE* OF TECHNOLOGY & MANUFACTURING TEAMS IN BIOSCIENCE: Leadership and Management Skills for Laboratory & Scientific Managers

TARGET AUDIENCE

Current or intending supervisors and leaders in medical technology, diagnostic assessment, manufacturing, engineering, ICT and other scientific or technical organisations in industry, laboratory, and academic settings.



PROGRAM DESIGN

The program is structured as 2 x one day modules with 4-6 weeks in between to enable application of learning.

Group size is kept small allowing individual attention.

Additional individual coaching sessions are also available by request.

We have found that small groups of attendees from the same organisation report benefits of being able to support one another on return. The program can also be run in-house by request.



DESCRIPTION

In this workshop participants will gain a solid experience-based foundation in **leading & managing technical and scientific staff**.

The workshop provides highly practical tools, techniques and tips that can be immediately applied in the workplace on return. It emphasises learning by doing and includes group problem solving and skills development elements.

Participants will have the opportunity to share their leadership experiences and challenges with peers from industry and to receive feedback and guidance.

OVERVIEW OF PROGRAM

We have been giving leadership & management skills courses for the technical & scientific community for over 15 years and trained almost one thousand scientists from high profile Universities, Industry, the Public R&D sector, the Health sector, and Research Institutes.

We believe that leadership skills, essential for today's challenges in scientific & technical work, can be both acquired & developed.

Our courses are highly interactive with short theoretical inputs followed by extensive exercises, partner work and group discussion. We work with the real case studies of our participants, allowing them to immediately apply the concepts we teach.

flexible solutions for your training needs

PROGRAM OBJECTIVES

Key focus areas of the workshop include:

- Understanding of the success factors for scientific & technical team leadership
- Communicating your ideas & plans in a way that engages others
- Enhanced self-awareness and awareness of impact on others
- Increased ability to influence and communicate effectively with different audiences
- Understanding of the factors to inspire & motivate others
- Creating a positive lab & team culture
- Identifying & resolving conflicts in the workplace
- Effective use of team decision making and facilitation skills and processes to generate a climate of high team performance
- Identifying, interviewing, hiring, and inducting the best people for your team
- Giving feedback, managing performance, and developing team members
- Developing and maintaining a high level of team creativity & engagement
- Dealing with difficult people & situations in a scientific/technical setting
- Leading productive meetings for scientific & technical teams
- Understanding of how to better manage time & competing demands

THE PROGRAM LEARNING APPROACH

We incorporate in our training programs methods to ensure the sustainability of new skills and knowledge back in the workplace.

The program incorporates a powerful combination of practical exercises including pre-reading, self-diagnostic surveys, simulations, skills-practice, case studies, small & large group discussion. An action & development plan focus means that participants will take back to their workplace ideas and initiatives to immediately implement.



PROGRAM FACILITATOR

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

Larry is an Associate of several Australian Business Schools where he teaches leadership, is a management consultant & trainer who has worked extensively with the manufacturing, pharma, engineering, and scientific Sectors.

This experience includes conducting CSIRO's national leadership program for a number of years, consulting to Merck Australia and J&J Medical. He has partnered with The Australian Academy of Science on scientific leader development, has assisted the leadership development of researchers and academics in 45 Australasian and Pacific Universities and worked on projects in developing countries for the W.H.O.

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

*"This is the best people management course that I have come across"
(COO Crux Biolabs)*

"Everyone in any position of leadership needs training in this area"

"The program covered many aspects relevant to my industry. Larry Marlow has a broad experience, a fabulous collection of articles and examples and delivered the content in a very engaging way"

"Great leadership program, extremely beneficial with a good combination of reading material, slides and role play/discussions"