HBP Tea & Slides

05/11/2020 - 14.00-14.30 CET

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Striving for a career in academia how paradox can it become?
vision and plan

chance and change
supervisor instructed independent and unique
200% work dedication

life-domain balance
scientific excellence
excellent networking
competition

collaboration
consideration

keep the big picture

vision and plan

choose the route

chance and change
If you don‘t know where you want to go you might end up any place

Which place do you want to choose?
Create a Vision Board

Pin your vision on your board: keywords, pictures, numbers, your role models, the place you want to be, ...
Write a diary

What have you learned about yourself and your skills?
How can you use today‘s event for your future?
contribution

supervisor instructed

independent and unique

master common tasks

ask for support
If you don‘t say what you want you won‘t get it

- and if you don‘t give something back, you won‘t get it again.
- If you don‘t say no to others, you won‘t have time for yourself.
Learn how to say ‘no’ in a polite way

Bridging cultural differences, communication techniques can be learned and will help you in all life domains.
commitment

grow intellectually

200% work dedication

life-domain balance

stay human
You are more than a scientist

Plan your energy, not just your time.
Take care of yourself. Become the whole you.
Reflect
your life domains

What life domains are important to you?
What do you want to achieve in each one of them?
What if not everything can be achieved at the same time?
community

write publications

scientific excellence

excellent networking

get citations
Become visible in your scientific community
Be aware of biases

Who cites whom?
Who will be asked to add contributors?
co-opetition

develop trust

competition  
collaboration

stand your ground
Diversity in Research and Management

Gender and other diversity aspects are not only important for teamwork but can also be essential elements in scientific research projects, leading to additional insights and knowledge or far-reaching results. In line with the European Commission’s R&I guidelines and the gender agenda for Horizon 2020, the HBP aims to play a pioneering role in promoting awareness and advancing gender equality in research teams and decision-making, as well as in research content and innovation.

HBP High Potential Mentoring Programme

Due to its enormous success, the HBP High Potential Mentoring Programme is now carried out for the second time, after it was originally launched on International Women’s Day 2019. It was developed by the Diversity and Equal Opportunities Committee (former Gender Advisory Committee) and is designed for early career stage scientists, researchers and managers of science.

The programme embraces diversity and inclusiveness as it supports both women and men with the aim of improving the gender balance in all disciplines, contributing to the success of the HBP. This includes both scientific work and science management activities, as both are essential elements in a large project like the HBP. The programme design reflects feedback received during the career planning workshops held at the Student Conference in Chant, Belgium, 2019. Held in gender mixed as well as homogeneous discussion groups, participants emphasized the importance of understanding each other in order to overcome gender biases and to share responsibilities and collaborate fairly as a team.

Mentoring in the HBP is designed as “High Potential Programme” to provide interdisciplinary, cross-organisational support for early career stage scientists, researchers and managers of science. Mentors and Mentees agree on 6-8 virtual meetings between August 2020 and May 2021, each no longer than an hour. Volunteer virtual focus groups are offered for mentors and mentees who can participate in the Peer Group Mentoring. Additionally, all mentorships are supported by guiding documents (see below).

The Career Planning Presentation also provides tools and methods.

For more information on mentoring, read the blog post on the HBP High Potential Mentoring Programme. Registration is currently closed. Registration for the next round of the HBP High Potential Mentoring Programme will open in September 2021. You might also contact Kein Grillinger (kein.grillinger@convovelop.at) or Julia Trattning (julia.trattning@convovelop.at) directly.

Mentoring Process Materials

Please find a portfolio of all the Mentoring Process Materials [here](#).

- Explore possible goals with the checklist for defining goals
- Set up a mentoring agreement
- Structure the Mentoring Meetings, the Mentees are supposed to take minutes
- Interims reflection of a mentoring partnership in order to make best use of the remaining meetings

At the end of the mentoring process, both partners spare some time to reflect lessons learned and achievements.

Image: convovelop, Karin Grasenick

Photo credit: Images from HBP Education workshops and conferences 2018/2019
Thank You!

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