

# Fundamentals of Collaboration and Leadership

## Programme Purpose & Outline

This programme provides PhD researchers with fundamental and easy-to-apply principles and practical strategies to help them collaborate and lead effectively.

## Programme Rationale

With major research funding becoming increasingly contingent on collaboration and inter-disciplinary working, to be effective, future researchers will be expected to collaborate and lead effectively. So how do they do so?

'Fundamentals of Collaboration and Leadership' helps participants start this process of learning how to collaborate and lead effectively. Having designed and delivered Cambridge University's Collaboration and Leadership courses for PhD students, arguably, effective collaboration and leadership boils down to effective emotional intelligence and project management skills to tackle research problems that are inherently collaborative.

## Programme Outline

Modules 1 and 2 lays the foundation for subsequent learning by helping participants develop their emotional intelligence and project management skills. In the process, they will learn foundational skills such as how to listen and communicate effectively and the actions to take when managing a project.

In Modules 3 and 4, participants will then apply this learning to a 'sandpit' scenario where they will have the chance to lead a small group and learn from their experience. In the context of this pedagogically-supported experiential learning scenario, participants will explore foundational questions, such as 'what is leadership?' and explore Professor Keith Grint's '4 Ps' model to answer it. The context will also provide the framework for exploring the CIPD's '4 elements of leadership': Envisioning an improved situation; Planning to achieve the vision; Inspiring others to achieve the vision; Maintaining energy. In this safe environment, participants will receive structured feedback from their team about their leadership in order to improve it in the future.

Modules 5 and 6 continue to build on this learning, through a side-ways step into collaboration. Again, in the context of an experiential-learning scenario to apply the learning and to practise collaborating effectively, participants will learn, amongst other things, what to look for in effective collaborations so that they can use this information to further their discipline and career.



## **Who is this Programme For?**

This programme is intended for those who are interested in taking a future leadership position in their careers and/or thinking about collaborating, don't know where to start and want a firm foundation to do so.

Past participants' feedback of the leadership programme has included: *The course was really helpful for me to formalize my more learning-by-doing leadership experience. This framework will improve my leadership skills.*

