



Join the Online Professional Development Programme of the FIDELIO MSCA Innovative Training Network

We are offering 5 additional places to PhD researchers in an online training programme for professional development organised as part of the FIDELIO MSCA Innovative Training Network (<https://www.fidelio-project.eu/>).

Join our 14 FIDELIO PhD students from across Europe for an exciting and comprehensive online programme facilitated by Dr Sandrine Soubes of Tesselle Development.

This programme will be delivered between March and October 2021.

It will take the form of a series of short online workshops, further enriched by access to podcast interviews of academics/ stakeholders and additional monthly curated resources.

Virtual Live Training sessions

A series of 5 online workshops will be offered to researchers on the following topics:

- **Effective working with supervisors, peers and collaborators (3rd March)**
- **Collaboration masterclass (28th April)**
- **Research leadership, creativity and innovation (30th June)**
- **Public and patient engagement (6th October)**
- **Further Mastery in research presentation (TBC)**

What will you gain from these sessions:

- New ideas & insights to support your professional development as a researcher
- Opportunities to network with research peers across Europe
- Space to reflect on how you are approaching your career
- Prompts to challenge your approach to navigating your research career
- A supportive network to boost your moral and resilience

The delivery of these workshops will include:

- Pre-workshop questionnaire to assess individual needs for each workshop
- Sharing of content/ resources ahead of the live session
- 2- 3 h workshop (including a break) using the zoom platform

The online live workshops will be highly interactive (these are not webinars) and will take the form of:

- Facilitated group discussions based on coaching questions
- Inputs from facilitator
- Experiential tasks
- Personal reflections
- Participants will set specific action points at the end of the workshop and will be prompted on these goals post-workshop by the facilitator.

Researchers enrolled in the programme will have access to 2 sources of additional support:

- **Podcast interviews of academics & partners**
The podcast interviews will address research careers and research cultures. They aim to be a platform for researchers to hear about how others have navigated and negotiated their research careers.
- Emails will be sent to researchers informing them of the availability of the podcast recording and sharing notes.
- **Monthly coaching prompts and curated resources**
Following each workshop, participants will receive monthly prompts on the topic of the workshop with:
 - Some coaching questions on the topic
 - Additional curated resources

If you wish to join the programme, you will need to commit to take part in all of the online virtual sessions and fully engage in the activities.

For details about cost and applying to the programme, please contact Theresa Reiche, FIDELIO project coordinator at TU Dresden, Germany (Theresa.Reiche@uniklinikum-dresden.de)

If you want to know more details about the programme, please contact Dr Sandrine Soubes (sandrine@tesselleddevelopment.com)

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About the Facilitator

Dr Sandrine Soubes previously worked as a research scientist in the USA (at the National Institute of Health in Bethesda, Maryland) and the UK (The University of Sheffield). Since leaving the laboratory, she has worked as a developer of professional development programmes, trainer, facilitator and coach, first at the Centre for Stem Cell Biology, then for the Faculty of Science at the University of Sheffield.



With 16 years as a researcher developer, she has instigated many engaging programmes that support the research leadership of early career researchers. She was a founding member and instrumental contributor of the Think Ahead team, which won the 2014 Times Higher Education Award for Outstanding support for early career researchers.

In September 2019, Sandrine founded Tesselle Development, a consultancy whose mission it is to support researchers during their leadership transition journey. Sandrine believes that research cultures have the potential to bring out the best in creativity and innovation alongside being nurturing environments where researchers are supported to thrive, grow, and build connections.

Through her research into higher education, the interdisciplinary initiatives she led, and the researcher development programmes she ran over many years, Sandrine has developed a depth of understanding of key challenges faced by contemporary researchers. As a trained coach, Sandrine facilitates key conversations & reflections researchers will benefit from. She supports researchers take active steps in navigating the complexities of the research environment. As a Senior Fellow of the Higher Education Academy, Sandrine has professional values dedicated to respecting the diversity of learning approaches; she thrives on tailoring programmes of learning to benefit diverse research communities. Furthermore, she is committed to Equality, Diversity and Inclusion values throughout her professional engagements.

Testimonials from previous workshops' participants and clients

"I admire your fleet-footedness, and your ability to adapt, create, and reinvent training programmes and activities within a fast-changing landscape. Your commitment to evaluating your own practice and the experiences of participants is laudable, and something from which many academics could learn. Your interweaving of research data and evidence is excellent, and testimony to the thoughtfulness of your professional approach."
SFHEA reviewer

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“The induction was truly amazing. Thank you for the way you are clearly active in pursuing the optimal way to equip us as research staff. Many thanks again for everything. I’ve been so energised and inspired. I feel that you and your team are genuine resources for support.”
Postdoc induction participant

*The participants shared their reflections on your input, I thought you'd like to know that they said - * you spoke with passion * you inspired them * you shared very helpful practical tips * they valued your honesty and openness about the realities, challenges and joys of running programmes * everyone liked your examples of special touches for the Resource Table, crafts and creativity * the 3 HE trainers especially valued your experiences within the university context. In addition, Liz and I really valued your real-life examples which reinforced the messages we have been giving, for example, trust the process, open up yourself, etc. so thank you for this important contribution. I picked out three words from your talk to re-visit at the end of the day - Trust, Power, Joy - Trust the process, Power of the programme, Joyous workshop 4 celebrations. Thanks again for generously sharing your time and experience.”*

Train the Trainer

*I liked that Sandrine was very open and honest
Cultivated a safe and supportive atmosphere for sharing and discussing things.
Very knowledgeable, experienced, approachable and kept to time well.
Bring the group together.
Good at making material interesting
Very friendly and approachable, enthusiastic programme leader
The trainer did really well staying positive, talking about different contexts and making it very interactive- she did an amazing job!*
Springboard for Women participants

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