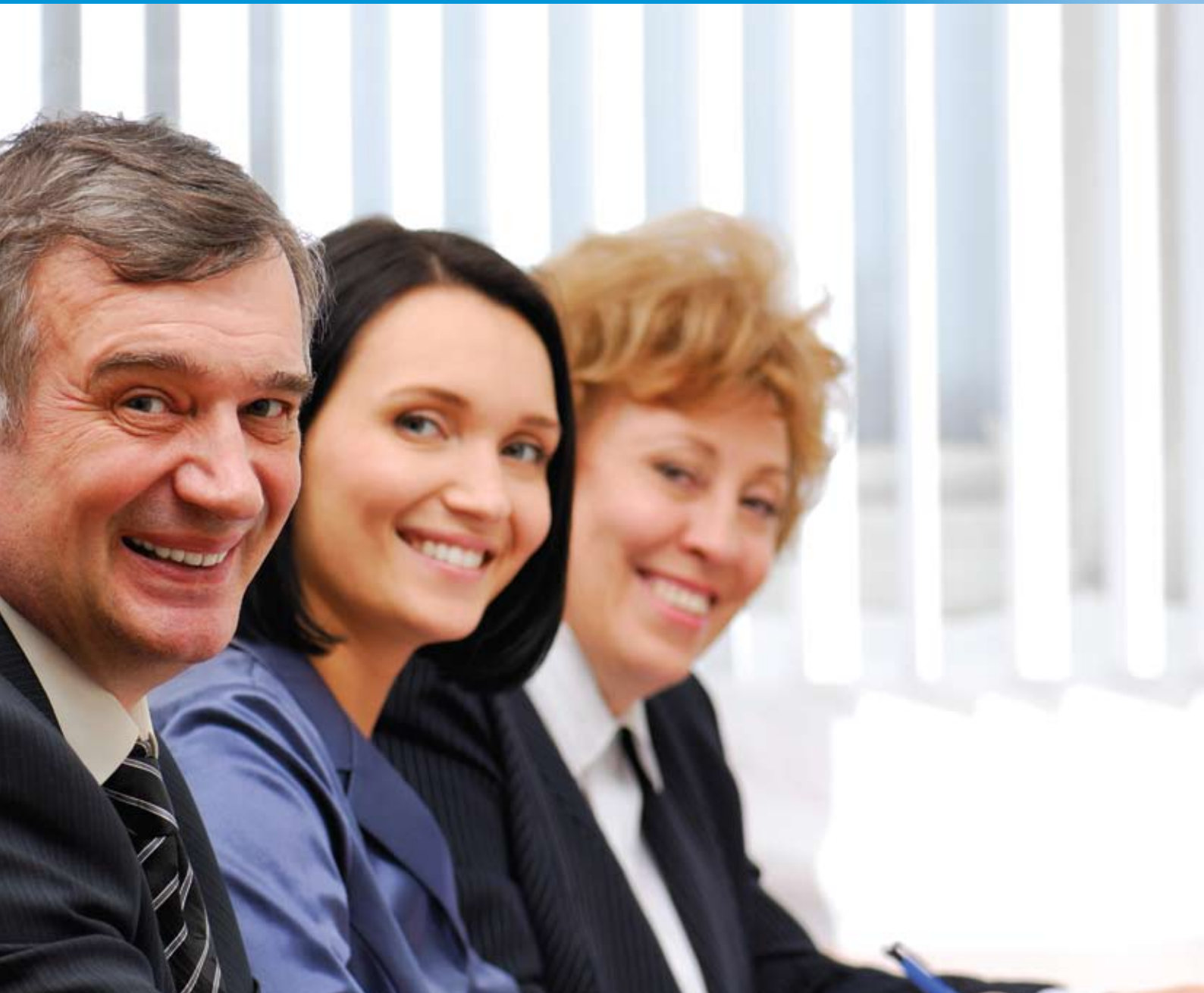


THE ETHOS RESEARCH LEADERS FORUM

A Peer Leadership Development Opportunity



The Ethos Research Leaders Forum is a unique, high level, professional development program for senior research leaders across Australia.

Join a group of your research peers in leadership positions, all of whom want to become better leaders. Develop your strategic ideas in a relaxed environment. Be stimulated by some of Australia's most respected research leaders and establish relationships that will enhance your professional life.



The program

Five separate sessions over twelve months

Managers of research institutes, centres and significant research concentrations form a Research Leaders Forum group of up to fifteen people. The group meets five times over a twelve month period and discusses issues relating to leadership in research organisations.

Meet with some of Australia's most respected research leaders as guest presenters

Participants meet with some of Australia's most eminent research leaders from our panel of guest presenters (see list opposite). In a relaxed, informal environment, these leaders discuss the issues that shaped them as leaders, their mistakes and their triumphs, their personal insights and their institutional observations.

Case studies from participants

Each participant presents their research concentration as a 'case study'. Issues of strategy, people management, strategic alliances and more, are analyzed and explored. The presenters ask questions of the group and are challenged to see the familiar from a different perspective.

Work preference analysis

All participants gain an insight into their own leadership style through an internationally respected work preference and leadership analysis tool, the *Team Management Profile*.

Research leadership essentials

Participants come prepared to engage with their colleagues in a rich conversation that focuses on new leadership perspectives and issues. These include: presenting the essence of your centre to non-academic audiences, establishing effective collaborations with business and government, managing an effective advisory board and developing stronger, and more effective, work teams.

Professional mentoring

Between each meeting, each participant is contacted to discuss issues raised during the meetings, or other, more confidential, issues that are not explored by the group.

Forum Chairman

The Ethos Research Leaders Forum is an initiative of Mark Douglas, Director of Ethos Australia Pty Ltd. Mark has worked with the leaders of CRCs, ARC Special Research Centres, ARC Research Networks and the senior management teams of universities, as well as working with numerous research institutes and research centres. Mark is an organisational psychologist with over 20 years experience consulting to Australian universities. Mark is a skilled facilitator and communicator and is an accredited mediator. Mark has worked in senior management roles within consulting organisations, within Government and university research environments.

The benefits - what you gain

- Personal and professional growth arising from the interaction with nationally renowned research leaders and by working through issues that face leaders in their professional and personal lives.
- Assistance in making difficult decisions because the group, as a collection of peers, can discuss the options in a pragmatic and analytical fashion.
- A forum to discuss openly those issues you may find difficult to discuss within your workplace, for a variety of reasons, but which are critical to effective management.
- The development of professional networks outside your discipline that build understanding and collaborative opportunities.
- Learning from the experience of other research leaders who are facing similar problems.
- Participating universities become part of an evolving benchmarking process that will identify and measure key performance indicators across the major research institutes.

This process unlocks the wealth of experience residing in our research leaders, your peers, providing a forum for them to share it with those who can best appreciate its value – other research leaders!

Who should participate in the Ethos Research Leaders Forum?

Researchers with leadership responsibility within a significant research concentration and senior research managers would benefit most from this program.

Working extensively with leaders across universities for over 15 years, demonstrated to Mark Douglas that leaders of research concentrations face challenges that are different from leaders in other organisations.

The demands of research grants, managing a strategic direction in the face of research preferences, managing succession planning, building sustainable private sector relationships and managing and developing large scale, international interactions, are just some of the issues that pose particular challenges for the leader of researchers.

Many universities develop their own in-house programs that focus on early and mid-career researchers, but there are too few opportunities for experienced and new leaders to come together for high level, cross disciplinary, leadership interaction and learning.

More than a leadership course

This is not merely a one-off course to get a 'dose of leadership training'; rather it is an opportunity to meet regularly with peers from non-competing research organisations to discuss management and leadership challenges confidentially and frankly.

Group membership

Membership of a group is based on the area of research and the employing university. Only a few members from the one university are placed in the same group. Competitive research concentrations are not placed in the same group.

How the groups work

Participants will see themselves as a group of leaders of Australian research organisations. Medical scientists sit beside engineers who sit beside social scientists; but all share the demands of managing researchers, maintaining a strategic research direction, managing people and resources on 'soft money', and managing and balancing research and consultancies. Participants will learn from each other's similarities and diversities.

The commitment

Participants sign up for five group meetings throughout a calendar year and commit to the dates.

The integrity of the group is vital, so no proxies are permitted. Confidentiality, trust and professional integrity are respected and expected from all participants.

Cost

\$9,460 (including GST)

See Registration Form enclosed or at www.ethos.com.au for 'early bird' rates.

Our panel of Guest Presenters

Our Guest Presenters challenge and enthrall our participants. Their insights into what leadership means in a research environment, the trends they see in Australian research, their lessons learned from years in people management and the key decisions that have charted their diverse careers, are instructive and entertaining. Many have presented on multiple occasions to the Ethos Forum.

Our panel of Guest Presenters currently includes:

- Professor Robin Batterham AO
- Professor Max Brennan AO
- Professor Gavin Brown AO
- Professor Edwina Cornish
- Dr Matthew Cuthbertson
- Laureate Professor Ian Frazer AO
- Professor John Hopwood AO
- Professor Peter Klinken
- Professor Mike Miller
- Professor Martin Nakata
- Laureate Professor John Ralston AO
- Dr Deborah Rathjen
- Dr Leanna Read
- Professor Nadia Rosenthal
- Professor Vicki Sara
- Professor John Shine AO



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Prof Moyez Jiwa

Health Innovation Research Institute,
Curtin University of Technology

"The Leaders Forum provided a unique opportunity to reflect on challenges we all face in establishing our credentials as leaders in our respective fields and institutions. The case study approach gave every member of the group a personal forum to explore challenges we faced at that point in our careers. We benefited from the reflections of members with much greater experience but also from the great wisdom of more junior people. The combined effect of the group led to life changing experiences for many of us. Added to this, we had the opportunity to meet, in person, individuals with a stellar profile in the national and international scene. Some of these networking opportunities promoted collaboration long after the group disbanded."

Professor Cory Xian

Bone Growth and Repair Research Unit,
University of South Australia

"It's been great having the chance to learn from some very successful and outstanding research leaders in Australia. Through discussions with my peers, I've been able to find solutions to some of the common problems I face as part of my work, including developing better team management skills and forming more collaborative external relationships. We've also agreed to keep in touch in the future which will be really useful."



MARK DOUGLAS
BA DipAppPsych, Dip T

About Ethos Australia Pty Ltd

Ethos Australia was established in 1991 by Mark Douglas as a consulting organisation focused on the establishment of productive workplaces and effective decision making for strategic advancement. Ethos Australia provides services in leadership development, strategic planning, mentoring, mediation, consultation processes and large and small group facilitation. Our clients span academia, government, manufacturing, professional services and sports organisations.

When

Ethos Research Leaders Forum groups are being planned on a continual basis. For the latest program dates, please visit www.ethos.com.au.

Ethos Research Leaders Forum groups are limited to fifteen participants for effective group interaction and a more personal approach.

Registration

To register for this program, please return the enclosed registration form or visit our website at www.ethos.com.au. As places are limited, early registration is encouraged.

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