

THE ETHOS RESEARCH LEADERS FORUM

A leadership development program

Join a group of your research leadership peers, all of whom want to become better leaders by sharing their experience and lessons learnt. Test your ideas in a safe environment; be stimulated by others who can see the bigger picture and establish relationships that will enhance your professional life.

The program

Key elements

Managers of research institutes, centres and significant research concentrations will form a Research Leaders Forum group of up to fifteen people. The group will meet four times a year to discuss issues relating to leadership in research organisations. Each time a group meets, they will hear from a guest presenter of national significance to research leadership.

All discussions remain confidential to the group and are professionally facilitated. The first two group meetings will consist of a late afternoon session and an evening meal followed by a full day of presentations and discussions; the final two group meetings will be a single day program.

Professional mentoring

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

Group membership

Membership of a group is based on the area of research and the employing university. Only a few members from the same university are placed in the same group. Competitive research concentrations will not be in the same group. All potential members are interviewed to ensure appropriate placement.

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!

Forum chairman

The Ethos Research Leaders Forum is an initiative of Mark Douglas, Director of Ethos Australia Pty Ltd. He 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 15 years experience consulting to Australian universities.



Mark Douglas
Director, Ethos Australia Pty Ltd

The benefits

- 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 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 facing similar problems to you.
- Participating universities become part of an evolving benchmarking process that will identify and measure key performance indicators across the major research institutes.

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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.

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 inhouse 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.

The commitment

Participants sign up for four 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
\$8,500 plus GST.

Registration
Online registration is at www.ethos.com.au

When
Ethos Research Leaders Forum groups are being planned on a continual basis. For the latest program please see the Application Form at www.ethos.com.au

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

Find out more and register your interest online at www.ethos.com.au or phone Mark Douglas on 0418 846 343.

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