



MANDATORY INITIAL SESSION 1: High Intensity Productivity: Maximising the impact of short time periods or opportunities for progress

This online discussion seminar will support you to make the most of short periods of study and research time. We will work together to create a personalised plan of action combining High Intensity Productivity (HIP) with focused goal setting. You will consider the biggest reason for procrastination and learn how to break larger research and study activities into manageable and achievable tasks.

You will benefit from integrated protected self-development time to trial the tools learned in the session. You will reflect on how you will implement your learning in order to make the most of these opportunities and avoid procrastination.

By the end of the session you will know how to:

- Set realistic goals for short bursts of short periods of research or study time.
- Identify procrastinating behaviour and how to overcome it
- Plan and implement short successful and productive research or study opportunities

OPTIONAL SESSION: 2. PGR wellbeing and resilience (2¼hrs)

This workshop will cover key themes relating to wellbeing and resilience. You will be encouraged to reflect and share experiences with others and take part in discussion groups and activities

Themes discussed include:

- Recognising progress - embedding bounce back
- The good, the bad and the interesting - knowing what to expect in the middle part of the PhD journey
- Recognising wellbeing and good mental health
- Being kind to your present and future self

By the end of this session you will be able to:

- Identify resilience habits and opportunities for bounce back
- Understand the importance of selfcare in a changing environment
- Use resilience habits in your day to day work and research life to maintain a healthy sense of wellbeing



OPTIONAL SESSION: 3. Different not wrong: Communicating with impact

Ever thought or heard yourself saying this?

- *"I really need more information to make a decision on that"*
- *"What are we waiting for – lets just get it done, more action less faffing"*
- *"I don't mind really – what would you like?"*
- *"This sounds brilliant, oh that reminds me about this time when..."*

Any of the above sound familiar?

During this online live seminar we will consider how your preferred communication style can impact others. Utilising William Marston's DISC model, we will consider our communication preferences and those of others and understand how they impact on others.

By the end of this session, you will be able to:

- identify your own and others' preferred communication style
- identify how you might adapt your communication style to make a positive impact
- recognise your own default communication style and how this appears to others

OPTIONAL Session: 4. Coach Yourself Through Impostor Syndrome (2¼ hr)

This online discussion seminar will support you to identify impostor syndrome symptoms and share with peers how you have approached impostor syndrome in the past. The session will cover themes relating to anxiety, fear of failure, loss of confidence, procrastination, perfectionism and risk aversion. We will discuss how these aspects of impostor syndrome might be playing out through confidential small group coaching and discussion. You will then create a personalise framework to coach yourself to overcome impostor syndrome and to support others in a similar position.

By the end of the session you will know how to:

- Identify common aspects of impostor syndrome affecting researchers
- Cultivate impostor syndrome beating thought patterns
- Recognise personal values and beliefs that support self-confidence and esteem
- Have a productive coaching conversation with your peers to support you and others suffering with impostor syndrome in order to internalise accomplishments, challenge limiting beliefs and showcase strengths



SESSION SUGGESTION: 5. Effective communication with my supervisor

This discussion seminar and workshop highlights the changing dynamic and relationship between student and supervisor during the period of the PhD. Using a SWOT analysis and 4 point communication model we will create a communication framework to help you to make the most of this relationship as you move in to the middle/end part of your PhD.

By the end of the session you will

- Know how to use a SWOT analysis for communication
- Have discussed communication challenges and wins you have faced with your peers
- Know how to use a communication framework which allows you to be assertive in your communication.

MANDATORY FINAL SESSION: What next? Your career post-PhD

This workshop will provide you with the opportunity, skills and tools to engage proactively engagement in your own career development. The key aim of this introduction programme is to give you the opportunity to consider potential career options (both in and outside of academia). In addition, you will take away with you a model to use when making future career decisions.

The workshop will support you to:

- assess your current knowledge and skill set
- consider what you enjoy in your current role and what you need from future roles
- build up a picture of your career motivations and anchors
- think more holistically about the potential career opportunities you have
- spend time considering the market for highly skilled and talented job seekers and how to access these positions

By the end of the workshop you will have

- assessed your next career step
- set an action towards achieving your future career goal
- a model to use when making future career decision



Barcelona Institute of
Science and Technology

Trainer:

Dr. Katy Mahoney

Dr Katy R Mahoney is an independent professional development coach, trainer and consultant. She specialises in researcher coaching by supporting researchers who want to improve their productivity, self-confidence and communication skills in order to be successful. Katy recognises that conducting all research comes with big challenges and also great rewards. She ensures that the researchers she works with leave her training and coaching sessions fully equipped to recognise learning opportunities, gain confidence and increase their productivity to achieve success. Katy completed a PhD in organic farming in 2006 and has worked in professional development roles delivering training and coaching at universities across the UK and Europe. Katy is a qualified research performance and development coach. She is an accredited MBTI step 1 & 2 and DISC Personality practitioner, Belbin team development trainer and accredited Realise Strengths consultant. When she is not working, Katy enjoys growing vegetables and introducing musical theatre to her young family.



Dr Katy R Mahoney

Coaching - Professional Development - Consultancy

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