

# FOR RESEARCH ACTIVE STAFF

## JANUARY 2017 E-NEWSLETTER

**HAPPY NEW  
YEAR!**

### **SUPPORT OVERVIEW FOR 2016-2017**

**The Learning & Development Centre is currently looking to develop the Research Active Staff (RAS) provision under these main thematic areas:**

- ⇒ **Leadership Development**
- ⇒ **Career Development**
- ⇒ **Skills Development**
- ⇒ **Research Impact & Public Engagement**
- ⇒ **Enterprise & Entrepreneurship**
- ⇒ **Diversity & Inclusion**

Please send any of your RAS needs through to the following inbox:  
[researcherqueries@warwick.ac.uk](mailto:researcherqueries@warwick.ac.uk)

Learning & Development Centre

#### Research Active Staff

About

Current Development Opportunities

Events and News

Resource Bank

Funding Opportunities

The Research Community at Warwick

Your Employment at Warwick

FAQs

### **Social Media / Promoting your Research**

Social Media is becoming an important channel of communication for Research Active Staff, when considering how to promote both yourself and your research. Sandy Sparks has recently created a resource bank page:

- ⇒ Why should Research Active Staff be using social media?
- ⇒ Which social media should they be using?

Several different reference materials and informative articles have been provided on this page, including:

- ⇒ Digital Tools for Researchers (Moodle)
- ⇒ Books & Articles
- ⇒ Blogs & Top Tips

In order to view all of these resources in more detail, please go to the 'Social Media / Promoting your Research' webpage, by clicking [here](#).

### **THIS MONTH:**

#### **Event News:**

- ⇒ **Leadership in Action**
- ⇒ **Academic Writing**
- ⇒ **Network Funding Events**

#### **Support Update:**

- ⇒ **Coaching & Mentoring**
- ⇒ **Social Media / Promoting Your Research**
- ⇒ **Mediation**

### Mediation

#### Staff

Where appropriate the University uses mediation as an effective mechanism to resolve issues informally, expediently and successfully.

The University has an internal mediation team of both academic and professional staff, which is led by Sandy Sparks from LDC.

Within the [HR webpages](#) you can find further information on the mediation process, including:

- ⇒ Mediation FAQs
- ⇒ Agreement to attend mediation form
- ⇒ Mediation settlement agreement template

For further information contact your HR Adviser.

#### Students

As a member of Research Active Staff you will be working with students on a day-to-day basis. It is therefore important that you are aware of the mediation procedure from a student perspective. The University has a clear 3-stage Student Complaints Resolution Pathway for informal and formal complaints.

Further information about the Pathway, including the rules and required timescales, are set out in the Students Complaints Resolution Procedure. You will see from the relevant webpage that Section 9 is dedicated to Mediation. If you or any of your students have any queries about this you can contact the **Central Student Complaints Resolution Team** by emailing: [studentcomplaints@warwick.ac.uk](mailto:studentcomplaints@warwick.ac.uk)  
You can visit the 'Feedback & Complaints' webpage by clicking [here](#).

### Network Funding Events

#### The Central England Rehabilitation Network (CEReN)

The second lecture for the above network takes place on **Wednesday 18 January 2016**. The guest speaker is Sonja Soeterik and the session is taking place in **GLT3 (WMS)** at **5.30pm**. This session will focus on 'Complex Coping' and 'Complex Caring'. For further information please click [here](#).

#### WMS Medical Statistics Book and Journal Club

On **Tuesday 24 January 2017** Development Leader, [Deepak Parashar](#) will be holding a discussion on 'Decision-making in early clinical drug Development'. This will be held in **A-150 (WMS)**, between **11am – 12noon**. Please click [here](#) for further information.

#### Health Economics Journal Club

On **Wednesday 25 January 2017** a Monthly Seminar is being held for the 'Health Economics Journal Club' by Joanna Thorn from the University of Bristol. This is being held in **TO.08. CTU (WMS)** between **12noon – 1pm**. Please contact [Felix Achana](#) for further information.

### Coaching and Mentoring support at Warwick

Coaching and mentoring are potentially valuable processes to help someone to enhance their performance, improve working relationships, develop their capability or manage their career.

An effective coach or mentor (depending on the context of the support required) can create a relationship which enables the other to discuss the important issues that matter to them at work.

The Learning and Development Centre at Warwick provides a range of support for those wishing to get involved, with two key areas highlighted below.

**Warwick's Coaching and Mentoring Scheme** aims to create partnerships outside the normal line management relationship, where one person helps another to enhance their performance, learning or development and is available to academic and professional service staff, with a specific scheme run to support staff in WMS.

Further details on the scheme, including the application form to either request or offer support, can be found by clicking [here](#).

#### Coaching & Mentoring Blended Learning

With increasing interest and demand for this area of support, LDC has created flexible, blended learning support activities, launched to the university in January 2017. **Coaching or Mentoring: an Introduction**, is a Moodle that offers a range of information to support understanding of coaching or mentoring relationships.

It includes an **Online Introduction Course** which takes you through the definitions, techniques and models used in coaching and mentoring. The online course takes approximately 45 minutes to work through and is designed to be completed in conjunction with a follow-up 2 hour workshop, enabling colleagues to put their learning into practice through a series of individual and group activities...trying out coaching conversation techniques.

The **Moodle** is open for self-enrolment (simply sign in as a member of Warwick staff) and can be found at: <http://moodle.warwick.ac.uk/course/view.php?id=15759>

Details on the 2-hour workshop can be found on the LDC Course Directory at: <http://www2.warwick.ac.uk/services/ldc/development/>

If you're interested in getting involved in coaching or mentoring, the Moodle would be a good place to start. Please contact Lisa Lavender ([L.Lavender@warwick.ac.uk](mailto:L.Lavender@warwick.ac.uk) - Learning & Development Adviser) with any queries.

## FOCUS ON: RAS EVENTS

### Leadership in Action

Sandy Sparks is pleased to announce that the Leadership in Action programme is taking place again on **Monday 27 February, Monday 6 March and Monday 13 March 2017**. All sessions from this 3-part programme will be taking place in the **Arden Conference Facility**. Lunch will be at 12 noon (meet in the foyer outside Arden House Restaurant), with the workshop commencing at **12.30pm and concluding at 5.30pm**.

This workshop enables Research Active Staff to explore & develop their leadership skills. Delegates have the opportunity to look at relevant theory, practice their unique leadership styles, receive coaching & feedback and share practice. The focus is on you, your development and developing your skills.

For full details and/or to apply for a place please click [here](#). The deadline for applications is **Monday 6 February 2017**.

### Academic Writing: Handling Feedback from Journals, Publishers, and Grant Review Panels

This workshop is taking place on **Thursday 26 January 2017** between **10am and 3pm** (refreshments available from 9.30am), in **Argent Court AC.03**.

The session primarily targets Research Active Staff and provides guidance and discussion on peer review processes in publishing and grant awarding bodies. This is in expectation of researchers going through publication and funding processes who want to share knowledge and gain insight into how others handle feedback.

For full details and to book a place on this workshop please click [here](#).

### Academic Writing: REF Cycles, Open Access and the Competitive Academic Marketplace

This session will be a practical discussion with knowledge sharing, examining how the REF cycles have affected academic publishing and the knock on effect for academics at all levels of their careers. This workshop is taking place on **Tuesday 7 February 2017** between **12pm and 5pm**, in the **Wolfson Research Exchange**. In order to view further information and /or to book a place please click [here](#).

### Academic Writing Retreat 'Bootcamp'

The academic writing retreat runs for 2 days and provides Research Active Staff with the opportunity to focus exclusively on their academic writing. For that reason, we ask that delegates who attend are prepared to commit to the full 2 days when booking a place. The next workshop is taking place on **Thursday 9 and Friday 10 March 2017**, between **9am–5pm** in **Argent Court**. For full details and/or to book a place please click [here](#).

## LDC EVENTS

**Click on the titles below for more information and booking forms for the events confirmed for this academic year, or visit our events page for the full programme:**

[http://www2.warwick.ac.uk/  
services/ldc/researchers/  
events\\_news/ras\\_events/](http://www2.warwick.ac.uk/services/ldc/researchers/events_news/ras_events/)

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### Spring Term:

**26 January 2017**

**Handling Feedback from Journals and Publishers and Grant Review Panels**

**7 February 2017**

**REF Cycles, Open access and the Competitive Academic Marketplace**

**9 & 10 March 2017**

**Academic Writing Retreat 'Bootcamp'**

**27 February, 6 March, 13 March 2017**

**Leadership in Action**

**\*\*Closing date for LiA applications is Monday 6 February 2017\*\***