

## Communicate - Negotiate - Resolve.

How to get the best out of the team you are in.

The modern workplace is a collaborative environment. In both research science and industry, it is essential for success to be able to negotiate, resolve conflict, persuade, motivate and (sometimes) lead effectively.

The scientific environment creates its own particular set of challenges. The teams are made up of highly intelligent, independent and innovative men and women. There is also a need to deal regularly with a diverse set of people: researchers of all levels, administration staff, collaboration partners and people from outside bodies.

In such an environment, 'one size' does not fit all and a flexible approach is essential. The workshop will teach the skills necessary to ensure full use of all the available talents and so achieve the appropriate success.

Depending on the needs of the participants, this flexible workshop will cover:

1. Building confidence and being appropriately assertive
2. Goal setting and techniques to ensure you remain positive and motivated
3. Defining your boundaries and balancing conflicting motivations
4. The essentials of persuasion, negotiation and conflict resolution
5. The essentials of motivation, communication and managing expectations
6. The different types of difficult people and how to manage them

### Outcomes

Participants will learn useful, easy-to-follow guidelines which will enable them to be proactive and flexible while advancing their ideas, projects and so their career.

### Workshop style

The workshop draws on the personal experience of all participants as well as that of the trainer, thereby ensuring that the training is specific for and relevant to the participants' individual needs. The workshop will be a structured discussion forum to facilitate ideas and develop strategies.

*The workshop will be very interactive. Expect to be asked lots of questions, expect to be challenged, expect to participate!*

### About the trainer

Rob Thompson has worked both in industry and with research scientists. He has over 12 years of experience helping groups and individuals to improve their interpersonal relationships and advance their careers. His multidisciplinary experience means he is uniquely placed to bring the most appropriate practices to the scientific arena.

By combining his extensive knowledge of people-management with his experience of training and leading groups, Rob gives workshops to help scientists optimise their working relationships and increase their skills.

### What some participants have said about RTTA workshops:

"Just want to let you know that your workshop was the most fun one ever, and I also have the feeling that it will turn out to be the most useful one."

Postdoc, Max Planck Institute of Biochemistry, Martinsried

"It was a really great course! Indeed, when I left in the evening I was totally recharged and saw things in a very different way."

Postdoc, School of Life Sciences, Westfälische Wilhelms-Universität / University of Münster

"You did a great job. It helped me to improve in my daily work."

Group leader, Leibniz-Zentrum für Medizin und Biowissenschaften

"Very interesting and inspiring workshop with participants completely in control."

Professor, University of Luebeck

"It was a wonderful workshop: interesting, entertaining, suggestive, and exciting. It really did broaden my mind."

Postdoc, GRADE, University of Frankfurt

"Thank you again for the seminar. I liked the day. And I was already able to make use of some of the things we talked about."

Professor, University of Frankfurt

"I was really surprised by the workshop. Because there was no given agenda it was totally individual. This allowed me to get also feedback for my individual problems."

PhD. Candidate, G.R.A.D.E., University of Frankfurt

I immensely enjoyed the problems we had to consider and the REALLY out-of-the-box solutions that we were shown to some of them. I definitely think that I have learned a lot, not only for my scientific career but also for my personal life. I hope I will have the chance to visit another one of Rob's seminars in the future."

PhD. Candidate, T.U.M. Graduate School, Technische Universität München

"Very inspiring workshop, giving you a blast of new ideas and reminding you what creativity can do for you."

PhD. Candidate, DRS Dahlem Research School, Free University Berlin

"The workshop gave me a structured view on communication between people and educated me in a fun way in how I can deal with common difficult situations."

PhD. Candidate, DRS Dahlem Research School, Free University Berlin

"The most useful part of the workshop for me was to learn how to voice criticism in a constructive way, stimulate creativity and dealing with power relations."

PhD. Candidate, DRS Dahlem Research School, Free University Berlin

"Rob Thompson can build upon a large body of experience and comes up with a lot of detailed examples that makes the theoretical background very vivid and plausible. He gets you involved very much, makes you think. A great and helpful workshop I enjoyed very much!"

PhD. Candidate, G.R.A.D.E., University of Frankfurt