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WELCOME WORD

Welcome to the first Get-together training week!

The H2020-MSCA-COFUND Impact Program overall training embraces three specific training objectives, see figure below. The first one is related to vertical in-depth training through research (1). The second one is the vertical in-depth economic and social impact development and entrepreneurship training (2).

Finally, the third one on the top, is the horizontal training in transferable skills (e.g., data mgt., gender, ...) (3).

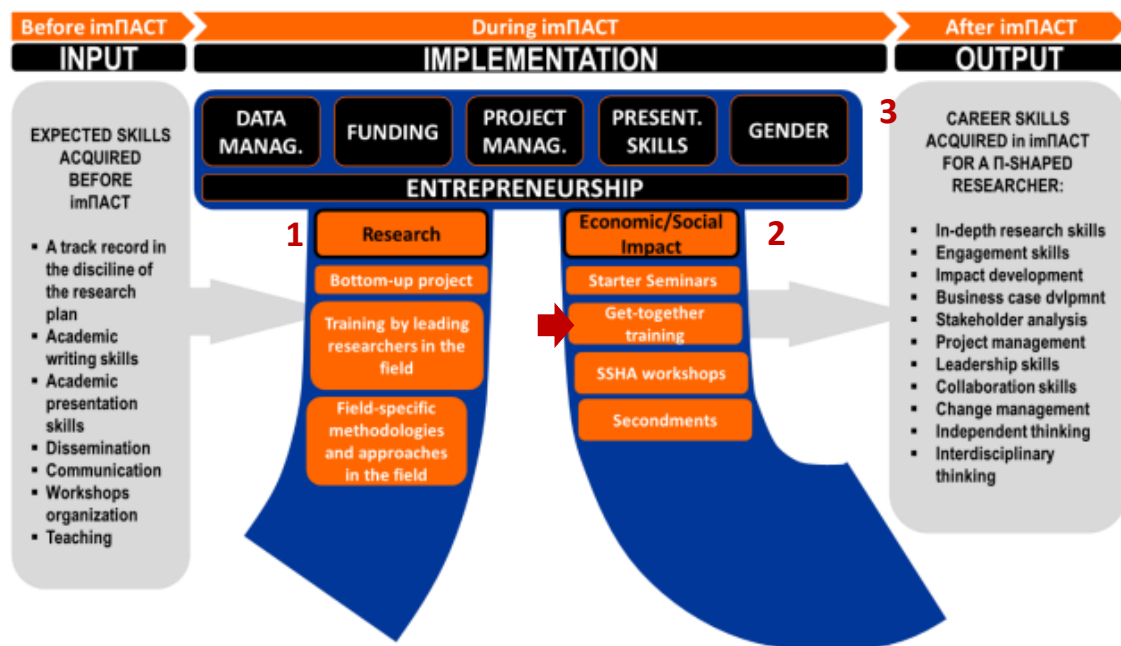


Figure: Visualization of IMPACT postdoctoral training programme

This one-week training entitled: ‘Get-together’ is part of the second leg of the π .

There will be 5 specific ‘Get-together’ programme events that will take place every 6 months.

Postdoctoral researchers will be guided by an impact mentor and will at the end of their trajectory present their impact case to a community of relevant stakeholders.

This ‘Get-together programme event’ foresees a one-week training starting first with progress presentations by the postdoctoral researchers followed by feed-back sessions (only for postdoctoral fellows and supervisory and management board). As of the second and following days, dedicated training sessions focusing on specific aspects such as: impact development, entrepreneurship, development of postdoctoral individual impact cases and transferable skills will be organized and open to external researchers/entrepreneurs.

On completion of this one week training event you’ll walk away with an interactive learning, an enhancement of new competences -skillset and mindset- and finally an in-depth understanding of the π -concept of the H2020-MSCA-COFUND Impact Programme.

Enjoy!

The MSCA-COFUND-IMPACT programme managers

DATES & PROGRAMME LOCATION

Dates: One week training starting as of Monday April 25th 2022 until Friday 29th 2022 (am).

Day 1 is reserved only for the H2020-MSCA-COFUND Impact Program postdoctoral fellows.

Programme location: U-Residence (Black Room)

address: Generaal Jacqueslaan 271, Etterbeek, 105, Belgium

REGISTRATION

Please register [here](#).

Participation to the training programme event is free of charge for VUB staff.

For non-VUB attendees: -half day-session fee is 250€

-full training week (4-days programme) at reduced price: 1500€

Places are limited and available on a first-come-first-serve basis.

AGENDA

DAY#	Date	Time	Topic/Course	Speaker/Trainer
Day 1	April 25	09:00-9:15	Welcome - What to expect	Philippe Westbroek
Day 1	April 25	09:15-12:00	PPT progress	Postdocs
Day 1	April 25	13:00-16:30	PPT progress	Postdocs
Day 2	April 26	09:00-12:00	Building Impact	Geoffrey Aerts
Day 2	April 26	13:00-16:30	Datamgt plan	Flora D'Anna
Day 3	April 27	09:00-12:00	Ethics: Research integrity	John Pearson
Day 3	April 27	13:00-16:30	Ethics training innovations	John Pearson
Day 4	April 28	09:00-12:00	Gender dimension	Katrien Van der Heyden
Day 4	April 28	13:00-16:30	Gender dimension	Katrien Van der Heyden
Day 5	April 29	09:00-12:30	Leadership	Peter Musschoot

CONTACT OF TRAINERS

Building Impact

Geoffrey Aerts, Director VUB BUDA (Business Development Academy); Portolan bvba

Data Management Plan

Flora D'Anna (Flora.D'Anna@psb.vib-ugent.be), Research Data Manager (Data Steward) at ELIXIR

Ethics

John Pearson, PhD (John.Pearson@vub.be), VUB Legal and Ethics Office

Gender

Katrien Van der Heyden, consultant at Nesma Consulting bvba

Leadership

Peter Musschoot, consultant at mindthesolution.be

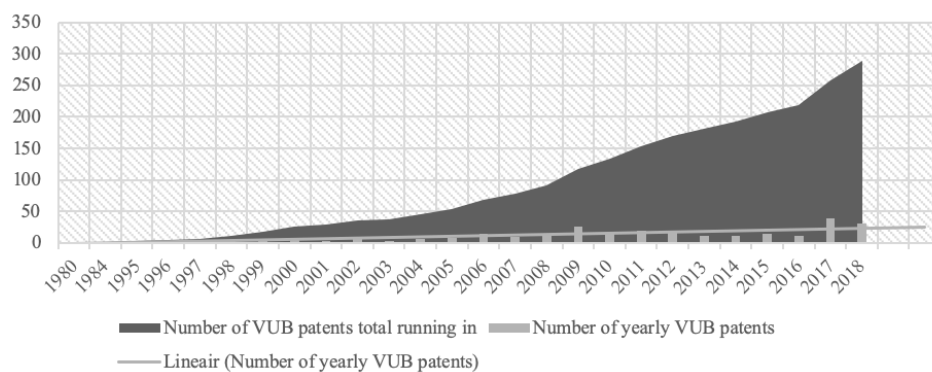
PROGRAMME TRAINING TOPICS OVERVIEW

Building Impact

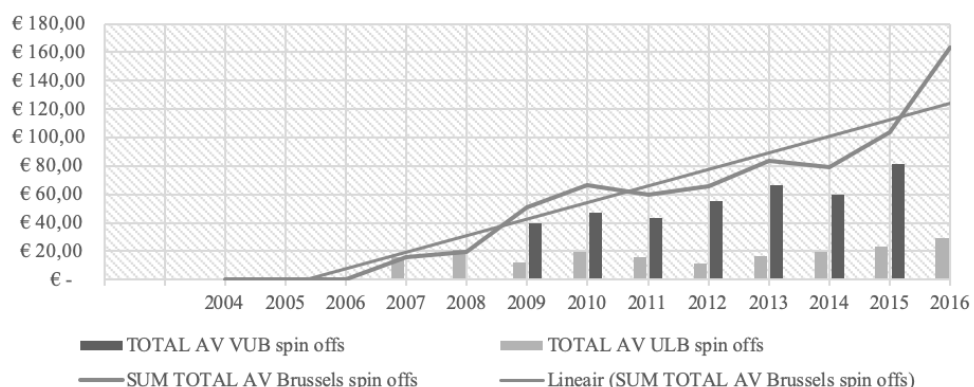
Geoffrey Aerts, Director VUB BUDA - Business Development Academy

How can academics have impact on their surroundings through valorization? This question will be tackled in the session on building impact in the H2020 MSCA-cofund – IMPACT session.

The figure below shows the evolution of registered patents by the Vrije Universiteit Brussel (VUB) by publication date. Knowing that of all patents that are applied for only a fraction is ultimately granted, this figure indicates that even a smaller university such as the VUB has in the last few years committed substantial amounts of capital and a substantial degree of committed resources to the pursuit of IP protection. The reason being that without sufficient protection routes towards valorization such as licensing agreements and spin-offs become less obvious. The latter is driven by more general societal tendencies that tend to question the value-added by research centers, especially when they are publicly funded.



Simultaneously, for the VUB we note that the number of spin-offs coming out of university are also steadily rising. The figure below indicates that since 2009 the total added value generated by VUB spin-offs shows a growing trend, indicating that these valorization efforts not only result in the creation of companies, but what is more also result in investments made in employees, in capital, in machine and infrastructure and so on. The direct and indirect impact of these valorization efforts hence becomes visible and allows us to establish that valorization is about more than simply patenting and protecting IP. More importantly, the impact academics may have through valorization stands to reach far beyond the university walls.



We will therefore tackle this topic of impact following 4 main questions:

- Where is valorization creating an impact?
- Why is valorization creating an impact?
- How is valorization creating an impact?
- Who is responsible for making these valorization efforts happen?

Introductory session about Research Data Management Plan
Flora D'Anna, Research Data Manager (Data Steward) at ELIXIR

This session will offer an introduction to **Research Data Management (RDM)**, providing researchers with a practical method to develop a coherent data management plan(DMP).

The method will generate a hypothetical DMP.

Questions about RDM or DMP are very welcome during the entire training.

PROGRAM @ A GLANCE

1. Introduction: The importance of data management and how ELIXIR-Belgium can help

2. How to make a coherent DMP: start with the end in mind

- Considerations about ethical and legal implications of your data
- How to find appropriate data repositories
- What you need to know about data repositories
 - Data documentation, metadata and ontologies
 - File formats, data volume and costs

3. About DMP

- What's data in DMP
- What tools can be used to make DMP
- Common DMP questions

4. Applying this approach to generate a hypothetical DMP

Ethics: Research Integrity Training Innovations

John Pearson, PhD, VUB Legal and Ethics Office (LEO)

This session will present two recent innovations in research integrity training:

1. The 'Mind the GAP' Online integrity training course developed by the VUB in collaboration with the Flemish Interuniversity Council (VLIR).

Mind the GAP – During this part of the session, there will be an explanation of how and why the VLIR developed the 'Mind the GAP (Good Academic Practices)' tool. The session will include a demonstration of some of the key training materials on research integrity, and an opportunity to try out some of the quizzes that are included in the tool. There will be opportunities to give feedback and ask questions about the tool.

2. Integrity Dilemma Games as developed by the University of Rotterdam.

Dilemma Games – The Integrity Dilemma Games developed by Erasmus University Rotterdam are widely used by European Universities as a basis for integrity training. During this part of the session, an explanation of how the Dilemma Games are used by the VUB will be provided, and there will be an opportunity to try out some of the dilemmas in small groups.

Gender in research

Katrien Van der Heyden, NESMA Consulting bvba

All researchers receiving European funding are obliged to incorporate gender into their research.

For those working in human sciences like sociology and psychology, the gender perspective might be obvious, but often researchers are at a loss what this could mean in technical scientific fields.

This training wants to provide answers and examples of how researchers can incorporate gender into their research.

Content

- Introduction basic concepts (Gender and sex, intersectionality, unconscious bias)
- Differences and inequalities
- Gender in research: overview
 - Equal opportunities in the research teams
 - Gender equality Plans
 - Gender and sex as variables in research
- Gender in research: examples of some research fields

Morning session

Gender in research methodology and research teams

Afternoon session

Gender issues in the postdocs' R&I projects

Leadership

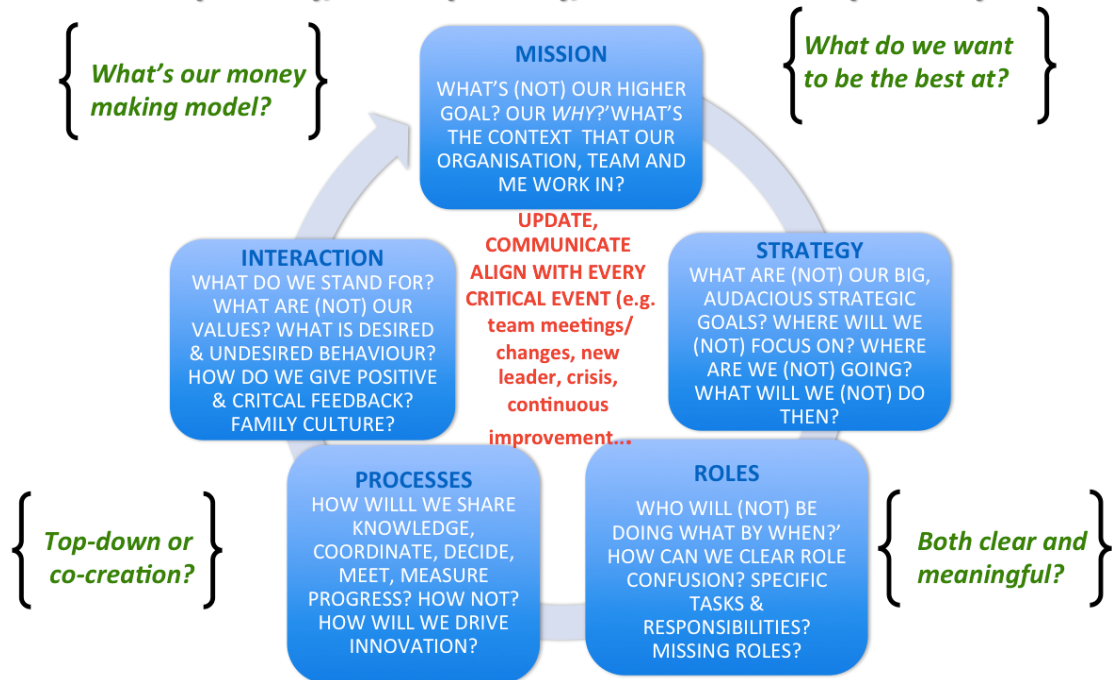
Peter Musschoot, mindthesolution.be

Peter wants to find out what a successful team means to you as a researcher and as a future entrepreneur.

This leadership session is all about interactive vision framework (see figure below) sharing on 3 levels:

- I => MICRO
- TEAM => MESO
- ORGANISATION => MACRO

VISION: I ('micro'), TEAM ('meso'), ORGANISATION ('macro')



LEADERSHIP: ALL CLEAR AND MEANINGFUL ENOUGH?

Figure: Vision Framework: Levels & Building Blocks

Embarking on this journey and working and sharing together in a new way will bring knowledge on how to select the most relevant vision building blocks and how to conduct success analyses taking into consideration roles, processes and team interactions.

Keywords: leadership development, vision building, success analyses