

# Effective Competence Development for supervisors of PhD candidates

A 4-day course that makes your supervision easier and more effective.

This course helps to make your job as a supervisor of PhD candidates easier and more effective. Keeping PhD candidates motivated, helping them grow and finish on time with great results, is quite a difficult task for a supervisor. Supervisors tend to find it difficult to balance the effective monitoring of the progress and success of the projects with coaching of the PhD candidates. In this course you will learn how to be more effective, save time, and balance your efforts well. We offer information and skills training that you can enjoy with a group of peers, thereby sharing experiences.

In The Netherlands, only some 10% of all PhD candidates finish within four years, and in total about 50% finish within 5 years. This means that 50% of the PhD candidates take longer than 5 years or they quit. Technical sciences do better: around 75% finish within 5 years and some 25% take longer than 5 years or quit. Since most PhD projects take 4 years, exceeding the 5-year limit poses a problem for both PhD student and supervisors. Interestingly, studies on this topic in The Netherlands say that the key factors to such delays are rarely the contents of the research or setbacks therein. Rather, the relationship with the supervisor and mutual expectations, planning and time management, and *scientific loneliness* play an important role.

During the course we discuss and practice clarifying project conditions and setting expectations, embedding the student in the organization, monitoring progress and success in an effective way, anticipating risks and dealing with setbacks. In addition, we discuss and practice various communication and leadership styles within a multi-cultural scientific context, as well as feedback and conflict management. We also look at the growth, motivation and the wellbeing of the PhD student. A professional and academic training actor supports practicing situations from the context of the individual participants. We design these situations based on your intake forms, which you are requested to fill in before the course starts. How can you keep your PhD candidates motivated? What do you do when the PhD candidates lack skills? How can you delegate more to them? How can you make feedback supportive and effective? How can you monitor and maintain a healthy

workload? How can you deal with cultural differences? When do you switch from teaching to coaching them? All of such questions will be discussed and practiced using various leadership and communication models.

### **Participants**

This course is aimed at supervisors who are involved in the supervision of at least one PhD student, and who have fully supervised a maximum of 5 PhDs to graduation. Supervisors in that range of experience are considered Beginner to Advanced level.

### **Participation and certification**

Participants are required to attend the full course duration (4 days). This is a requirement for registration as well as for certification. Please check the course dates with your administration.

### **About ElroyCOM Training**

ElroyCOM Training is an educational institute that consists of more than 22 excellent and international trainers and training actors, all of which specialize in training scientists. Over the last 15 years they have trained more than 15.000 scientists. In evidence-based training within academia, they prove that fun and learning go well together.

For more information please refer to [www.elroycom.nl](http://www.elroycom.nl).