

Activities:

Regarding our future activities you may look at our fresh ECMetAC-Newsletter.

2022:

“Innovative Researcher: How to design a marketable bestseller PhD thesis”

Katarzyna Gliszczyńska¹, Magdalena Wencka²

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². Jožef Stefan Institute, Ljubljana, Slovenia & Institute of Molecular Physics, Polish Academy of Sciences, Poznań, Poland

ECMetAC Days, Split, Croatia, Nov. 24th 2022

On the last day of the ECMetAC Days 2022 in Split (24th of November) we propose especially to our young researchers (but not only) a workshop developing general innovative skills dedicated to commercialization of scientific results “Innovative Researcher: How to design a marketable bestseller PhD thesis”. Thinking about particular “person” (end-user) to whom we would like to dedicate our scientific efforts we will use the Design Thinking (DT) process that consists stages of “empathizing” (that means “to whom?”), “defining” to know “why?”, “ideating” – to know “what?”, “prototyping” (how?) and “testing” (whether?). According to the DT method, to create an innovation we need to know our end-user and develop understanding of his/her situation, diagnose his/her needs, generate suitable ideas to solve particular problem, to make a suitable prototype and test it. The workshop will be co-guided by the DT Facilitator and Coach Katarzyna Gliszczyńska who is also an Innovation Consultant and a Senior Strategist and Dr. Magdalena Wencka (Physicist, Innovation Manager and Design Thinking Moderator). Katarzyna Gliszczyńska is experienced in a development of new ideas and new products (NPD). She dedicates her experience to business owners, managers and sellers, start-uppers, social innovators, artists and freelancers. Katarzyna was a consultant working for such concerns like IKEA and currently lives in Berlin. We warmly invite you to join to our unique workshop, during which we will transfer the Design Thinking approach to a field of science to design a marketable best-seller PhD thesis or other scientific publication.

2021:

“Intercultural cooperation in a project team for researchers”

Michalina Konkel¹, Magdalena Wencka²

¹. Think Tank Diversity Hub, Kraków, Poland

². Jožef Stefan Institute, Ljubljana, Slovenia & Institute of Molecular Physics, Polish Academy of Sciences, Poznań, Poland

ECMetAC Days, Split, Croatia, on-line, Dec. 6th 2021

A content of our workshop are issues of an awareness of cultural influence at a way how the trust is built within scientific teams, how to find understanding of cultural differences and similarities in cooperation in project teams and for that how to name best practices toward an inclusive cooperation. All the issues, increasing knowledge about D&I (Diversity and Inclusiveness) in teams of researchers make us all more comfortable at a field of international community of scientists. Our expert Michalina Konkel is an organizational consultant who

supports D&I strategies in multicultural environments. She is one of directors of the Think Tank Diversity Hub, Kraków, Poland. Michalina is an author of many international projects on leadership competencies in global organizations and a certified facilitator of Leadership Development Intensive Program. From 2007 she provides D&I trainings and managing across cultures session for leaders mainly for companies like: ABB, CISCO, AON, Arcelor Mittal, Motorola, Fujifilm, E&Y. Michalina is strongly committed to inclusive leadership. She cooperated with British Council in the project Cultural Navigators held in Slovenia.

“Communication and negotiation skills for researchers”

Mariusz Frątczak¹, Magdalena Wencka²

¹. Collegium Da Vinci, Poznań, Poland

². Jožef Stefan Institute, Ljubljana, Slovenia & Institute of Molecular Physics, Polish Academy of Sciences, Poznań, Poland

EUROSCHOOL, Liverpool, UK, on-line, Mai 26th 2021

We propose workshop improving communication and negotiation skills toward better understanding of inclusiveness that is the quality of including many different people and treating them all fairly and equally [1]. The main values behind inclusiveness are as follow:

- humanity to create space for others to contribute at equal way;
- awareness of bias that shows awareness of personal blind spots and flaws in the systems, value talents, effort and achievements than wealth and social position;
- curiosity about others to demonstrate open mindset and deep curiosity about others, listening without judgment and seeking with empathy to understand others;
- cultural intelligence toward being attentive to other’s cultures and adapt as required;
- effective collaboration that empowers others, paying attention to diversity of thinking and psychological safety toward focusing on team cohesion.

Our training program contains block of communication with elements of interculturalism, roles in groups according to Meredith Belbin, a stress management and a savoir vivre. The second part of our workshop will be dedicated to negotiation skills including negotiations styles, self-presentations for negotiations, issue of difficult co-worker and assertiveness in difficult conversations. We propose practical exercises on team roles, assertiveness in difficult conversations including conversation with a supervisor. Our workshop will be co-guided by Mariusz Frątczak, who is a Board Member and the Sales and Marketing Director of Collegium Da Vinci in Poznań, Poland. He is experienced sales trainer and business coach specialized in communication, public speaking, customer service and trade negotiation. He conducted more than 200 research and consulting projects in banking, financial support, education service and renewable energy (wind farms).

[1] <https://dictionary.cambridge.org/dictionary/english/inclusiveness>

2020:

“Skills of researchers: personal skills for team work”

Adam Bekier¹, Magdalena Wencka²

¹. Collegium Da Vinci, Poznań, Poland

². Jožef Stefan Institute, Ljubljana, Slovenia & Institute of Molecular Physics, Polish Academy of Sciences, Poznań, Poland

On-line, Dec. 2nd 2020

together with:

“Skills of researchers: team skills”

Magdalena Wencka

Jožef Stefan Institute, Ljubljana, Slovenia & Institute of Molecular Physics, Polish Academy of Sciences, Poznań, Poland

ECMetAC Days, Split, Croatia, on-line, Dec. 7th 2020

Our workshops are based on principles of a positive psychology. Here, the main focus will be on the Gallup CliftonStrengths reports which participants should perform before the 1st workshop. During our on-line meetings the work on strength tests will guide us toward better understanding, applying and integrating of our strengths. The strengths-based approach will be used both in individual experiences as well as for group-work issues. We will support all participants to understand their talents within the context of their teams what will help an individual growth and better team productivity. During both workshops we will learn:

1. Basics of positive psychology;
2. How to use our talents and take the strengths-based approach toward our objectives;
3. How to enhance our team performance using our talents.

Our first workshop will be co-guided by Adam Bekier, who is a professional certified coach in the International Coaching Federation, manager with more than 15 years of experience in different managerial roles. He is an academic teacher and trainer with an extensive background in teaching adults from different social groups in Poland and abroad, specialized in psychology, soft skills, team building and leadership enhancement. He is also psychotherapist in the SWPS University Clinic in Poznań, Poland.

2019:

“Managing my own scientific career”

Magdalena Wencka

Institute of Molecular Physics, Polish Academy of Sciences, Poznań, Poland

ECMetAC-Days 2019, Dresden, Germany, Dec. 3rd 2019

- cancelled.

2018:

“Physics and gender inequalities”

Paulina Sekuła

Institute of Sociology, Jagiellonian University in Krakow, Kraków, Poland

ECMetAC Days, Poznań, Poland, Dec. 3rd 2019

A lecture concerns the results of a qualitative study carried out under the framework of the Horizon 2020 project GENERA (Gender Equality Network in European Research Area). The study aims at:

1. exploring career paths of female and male physicists, including various barriers and factors that enhance the success;
2. identifying successful approaches and innovative ideas for gender equality in physics;

3. defining set of immediate implementation activities for all other partners and countries to be included in a toolbox and a Gender Equality Plans.

Within the study semi-structured interviews were conducted in twelve research organizations, including universities and non-academic institutes in eight countries with both female and male physicists occupying various academic positions and specializing in many sub-disciplines of physics. In addition, expert interviews with professionals holding leadership positions were conducted in the above-mentioned institutions. Major themes of the interviews include patterns of physicists' career paths, work conditions and work environment, mobility, networking, mentorship, perceived reasons for domination of men in physics, experiences of discrimination and institutional aspects of gender equality in science. The research was performed in 2017. During the presentation the main results mapping crucial areas of gender inequalities and possible ways for overcoming them in physics will be discussed.

"Strength or power: self-consciousness of women in science"

Joanna Janowicz¹, Magdalena Wencka²

¹ Joanna Janowicz Strzyżewska Think BIG

² Institute of Molecular Physics, Polish Academy of Sciences, Poznań, Poland

ECMetAC Days, Poznań, Poland, Dec. 3rd 2019

We propose a three-hours workshop focused on our mindfulness, happiness and fulfilment. During our meeting we will think about our purposes for the next five, ten and fifteen years to have clear targets for our career development in science. Our workshop is dedicated to every female-scientist who:

1. knows that development of self-awareness is a brilliant- and never-ending-story;
2. considers her life as the most fascinating adventure;
3. wants to live her own life in an authentically happy way;
4. who rejects stereotypes;
5. is eager to learn from other cultures.

Staying in a good contact with our-self, our colleagues guided by our personal trainer Joanna Janowicz will experience a real touch of childhood- and adult- dreams, will portrait herself as a unique feminine European scientist by being in a multicultural group. Another task will be dedicated to find all what is fascinating in a men's world to adopt and enrich female ways. We assume that our participants will achieve during our workshop: the awareness of needs to be herself, the courage to act naturally and the knowledge how to be responsible for herself and a happy life. Our workshop will be co-guided by our expert in interpersonal communication Joanna Janowicz who is also a development coach and business consultant. In her work she helps owners and management staff increase the value of their companies through effective external and internal communication and personal branding. Her experience touches psychology of conscious personal branding, authority in business and life, achievement of goals based on values and unique talents, motivation, work-life balance management in the times of luck and success, interpersonal communication and building win-win relationships, public speaking and self – presentation and external and internal communication and the company's brand. Her mission is to inspire people to have the courage to be themselves. She cooperated with such television stations as TVN, Polsat, TVP, ZET, RMF appearing in a documentary for Discovery Int. and Al Jazeera. Joanna worked with brands like BZ WBK, Arvato, SiePomaga, Alfavox, OWL Financial, INEA Stadion, Blow Up Hall 5050 Stary Browar, Poznań International Fair and the Hybiak sisters from The Voice of Poland on TVP.