

Goals for 2007-2008 Management and Leadership Workshop for PIs

Stretching your Startup dollars
Lab climate – fun, appealing to potential students/staff
Motivating and managing people
Time management and balance
Alternative management and leadership styles
Career development for PIs and students/staff
Tenure process
Recruiting diverse people to your lab
Strategies for funding students
* emphasis on real examples and challenges faced by PIs, shared by experienced PIs

Role of a PI

Human resources manager	Editor, Writer
Motivator	Teacher
Project Manager	Devils advocate
Mentor	Quality control
Advisor	Leader
Fundraiser	Deal with student/staff personal problems

NOT the Role of a PI

Technician
Slave driver
The answerer of every question (e.g. what does my data mean?)
Nice guy
Shrink

Elements of a Great Lab

Good communication
Collaborative and cooperative working environment
Little micromanagement, but some degree of hands on management
Productivity (e.g. papers, grants, graduating students)
Well-balanced time for each student/staff – PI relationship
Diversity
Selecting good people
Organization of workers
Lab memory
Well-established boundaries

Summary of Session #1

Plan ahead for both success and failure

Publish early

Ask questions

The culture of funding agencies differs

The importance of finding good people to be members of your lab

Option to submit the same grant to different panels simultaneously in your first 5 years post-PhD

Trying multiple management styles is a good idea (trial and error works)

Acquiring feedback on grant early is a good idea

Alone time for writing a grant is both essential and OK

Session # 2: Developing a Great Working Group, Part 1: Recruiting and Hiring the Best People

Thursday November 15th, 2:30-4:30pm room 5503 MSB