

What: LNVH Spring Symposium 2022 – Program

When: Monday, June 13, 2022

Where: Paushuize

Kromme Nieuwegracht 49

3512 HE Utrecht ([directions](#))

Who: Students, scientific and support staff, policy makers, administrators (max. 100)

Entrance: free

Working language: English

Moderator: Marieke Eyskoot

Academia in The Netherlands: the next level

10.30-11.00u	Welcome with coffee and tea
11.00-11.15u	Word of welcome by moderator Marieke Eyskoot and opening by Hanneke Takkenberg , LNVH chair
11.15-12.30u	Recognition & Rewards, what's in it for gender equality? Introduction by Kim Huijpen , programme manager for the national programme on recognition and rewards of academics (Universities of the Netherlands UNL), followed by an interactive panel discussion with Tanya Bondarouk , professor of Human Resource Management and Dean of the Faculty of Behavioural Management and Social Sciences at Twente University and LNVH board member, Sarah de Rijcke , professor in Science, Technology, and Innovation Studies & Scientific Director at the Centre for Science and Technology Studies (CWTS) at Leiden University and Malika Ouacha , board member of the PhD Network Netherlands (Promovendi Netwerk Nederland, PNN).
12.30-13.00u	Lunch break & Intermezzo
13.00-13.30	Award ceremony of the DWSFund laureates of 2021/2022
13.30-15.00u	Workshops – ROUND 1
15.00-15.30u	Tea & Coffee break
15.30-17.00u	Workshops – ROUND 2
17.00-17.15u	Musical closing of the symposium by Kiki Schippers
17.15-17.30u	Closing statement by LNVH chair, Hanneke Takkenberg
17.30u	Drinks

Parellel:

- Between 13h and 15h: meeting of the LNVH UHD sounding board group.

Workshops LNVH Spring Symposium

	Trainer/coach	Theme	Target group
workshop 1	Willeke Bezemer	Social safety Leading socially safe teams	Mid Advanced
workshop 2	Bezemer & Schubad	Be(coming) an active bystander	All
workshop 3	Hélène Webers	Recognition & Rewards Organizational change and dealing with resistance in a complex environment	Mid Advanced
workshop 4	Iris Dorreboom	Personal development Negotiation & Influence	All
workshop 5	Ron Simpson	Personal branding	Early Mid
workshop 6	Emma Wong AOMB	Patenting your research	All

Workshop descriptions

Round 1 and round 2 consist of the same workshops

Workshop 1 – Leading socially safe teams (mid & advanced career)

Creating a socially safe working environment is of great importance. Not only for the well-being of your staff, but also for the quality of research in general. How do you create that socially safe environment from a leadership perspective? How do you respond adequately to reports? And how do you contribute to the prevention of misconduct and harassment? This training, led by specialized trainers from Bezemer & Schubad, offers a mix of creating awareness, providing information and practicing conversations with an actor.

Workshop 2 – Be(coming) an active bystander (all)

Suppose you witness misconduct or inappropriate behavior. Think of bullying, (sexual) harassment, insults, belittling, discriminating etc. It is in that case sometimes quite difficult to speak up. You may not dare, or don't want to be the first to say something about it or you're afraid that others will think you're overreacting. Yet you also know that these kinds of things can seriously ruin the culture at work and lead to a socially unsafe work environment. How can you avoid being paralyzed, from looking away? What can you do when doing nothing is not an option?! How do you combat unwanted behavior? How do you become an active bystander? During this workshop you will be provided with tools to combat unacceptable behaviour, including the behaviour that has been normalised over time. This training, led by specialized trainers from Bezemer & Schubad, offers a mix of creating awareness, providing information and practicing conversations with an actor.

Workshop 3 - Organizational change, dealing with resistance in a complex environment (mid & advanced)

The Dutch research world is constantly evolving. Especially in recent years with increased attention to cultural change and focus on topics such as diversity and inclusion, social safety, and Recognition and Rewards. How do you lead this change? And how do you deal with possible resistance that organizational and cultural change entails, seen from the perspective of the complex environment that is Dutch academia? Find answers to these questions together with experts on organizational change, leadership and early-stage idea validation.

Workshop 4 - Gaining the Next Level: Influence and Negotiation (all)

In this practical workshop on influence and negotiation, you will experience that more is possible than you might think, even in complex situations.

Dr Iris Dorreboom has been working internationally since 1989 as an independent consultant and coach. Over the years, she obtained expertise in what is needed to achieve goals. Influence and negotiation always proved to be critical success factors. This workshop boosts your awareness of the scope of your influence. It increases your self-confidence to accomplish goals. Find out how to follow your own course and achieve your plans according to your values – despite bias and established patterns. Participants always take away something concrete that helps them take the next steps, professionally and privately. Expect plenty of room for questions, experimentation, and practice. When you're willing to pitch in and contribute, you'll leave more competently and confidently than you came.

Workshop 5: Ron Simpson: Out of the box personal branding (early & mid career)

You know better than anyone who you are and what you excel at, but do others know that too? Does your online profile tell the story you want to tell within 30 seconds to everyone who watches it or could your personal branding use some help? Creative entrepreneur and branding specialist Ron Simpson shares all his tips, tricks and secrets for a strong personal brand in an interactive 90-minute workshop where you immediately walk out with a better profile. From profile picture to positioning and from one-liner to design, all do's and don'ts pass by.

Workshop 6: Patenting your research: workshop & panel discussion (all)

There are less female inventors on patents than you would expect based on the male/female ratio in research. Emma Wong, Brigitte Geurts and Vera op den Brouw from AOMB Intellectual Property are committed to bridge this gender gap. In this interactive workshop several aspects of patenting your research will be discussed with a panel of experts. Professor **Manon van Engeland** (Maastricht University); head of Knowledge Transfer Office **Brechtje Vreenegoor** (Radboud University); Program Officer **Kirsten Ampt** (Dutch Research Council (NWO)); and patent attorney **Vera op den Brouw** will discuss i.a. the pathway from research to patents within academia, the paradox regarding open access versus patenting, and how patents may help you personally in your career.

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