Hiring and Retaining Your Science Team

Interviewing, selecting and orienting scientists, technical staff and managers

Workshop Highlights

- Cognitive biases that lead to poor hiring decisions and how to overcome them.
- Using data from the past and present to guide your selection of new hires.
- How to conduct candidate interviews that identify personal characteristics and attributes associated with productive researchers .
- How to 'listen between the lines' when interviewing candidates and their references.
- Common hiring mistakes and how to avoid them.
- How to make sure your new hires become and stay productive.

SCIENCE MANAGEMENT ASSOCIATES

NEWTON, MA

www.sciencema.com

Contact:

Carl M. Cohen, Ph.D.

Phone: 617 965 1826

email: carlmcohen@gmail.com

The Workshop

Some of the most important decisions we make involve selecting and hiring the members of our team. Yet despite the fact that our research success depends on the choices we make, most of us go about this process in an *ad hoc* manner, relying on "intuition" and "gut" feelings more than on data.

In this workshop, you will learn how to organize the selection and hiring process so that you get the data you need to make informed hiring decisions. You will learn why over-reliance on selecting for technical qualifications can lead you to make poor hiring decisions. You will learn and practice using a simple question-based approach to assess a candidate's all-important "personal characteristics," such as their ability to hear and use feedback, to navigate setbacks and adversity, and to manage disagreements and conflict. You will learn how to conduct candidate phone screens and face-to-face interviews and how to 'listen between the lines' during interviews and phone reference checks. Finally, you will learn how to make sure you retain good people once you hire them.

This is a highly interactive workshop using case studies and examples from the world of basic and applied scientific research and development. Interactive discussion and role playing will allow participants to experience and practice specific techniques. By the end of the workshop participants will have acquired a suite of skills enabling them to confidently identify and select the best possible members of their science research team.

Target Audience: This workshop is intended for scientists in supervisory. managerial or leadership roles..

Workshop Leader

Carl M. Cohen, Ph.D., is President of Science Management Associates. Carl provides coaching, consultation and training in interpersonal, group and organizational skills to scientists and science executives in both the public and private sectors. Carl has more than 30 years of biomedical research and management expertise, including having been Chief Operating Officer of Biovest International focused on cancer immunotherapy and Vice President for Research and Development at Creative Bio-Molecules. Carl served as Chief of the Division of Cellular and Molecular Biology and Acting Chair of the Department of Biomedical Research at St. Elizabeth's Medical Center of Boston. During that same period he also held the positions of Professor of Medicine and Professor of Anatomy and Cellular Biology at Tufts University School of Medicine. Along with his wife Suzanne, L. Cohen, Ed.D., a psychologist, Carl is author of "**Lab Dynamics: Management and Leadership Skills for Scientists**" Cold Spring Harbor Laboratory Press, 3rd Ed. 2018. Carl is the founding Director of the Cold Spring Harbor Laboratory workshop on **Leadership in Bioscience,** which he has run since 2011. Carl has been trained in the Tavestock model of group and interpersonal dynamics and received his Ph.D. in Physics (Biophysics Research) from Harvard University.