

Difficult Conversations in the Research Workplace: Fundamentals of Negotiation

A workshop for scientists, researchers and research managers

Comments from recent Negotiation Workshop participants:

"The workshop was put together extremely well - insightful, clear and concise. The role playing exercises were a great way to keep the audience involved." *Post-doc.*

"I found it extremely useful because it gave names to problems I have and gave me tools to use in those situations." *Post-doc*

"The examples of situations are nearly exactly what occurs in my lab." *Faculty member*

"The focus is mainly on scientists and science managers. Carl having been through these makes it more personal and relevant." *Pharma. Scientist*

"Absolutely useful! Gave me a lot to think about regarding my communication and leadership styles. I think Carl's tips will benefit me both personally and professionally." *Post-doc*

"Useful because this workshop was 100% focused on scientists. Everything was related to scientists and their environment." *Biotech Manager*

"The workshop made me think about new ways of dealing with people, which will make the lab team more collaborative" *Post-doc*

"This was useful because of Dr. Cohen's examples and modeling of behaviors. I found it useful to watch someone be the kind of lab manager I'd like to be." *Post-doc*

SCIENCE
MANAGEMENT
ASSOCIATES



Carl M. Cohen, Ph.D.

Phone: 617 965 1826

E-mail: carlmcohen@gmail.com

The Workshop

This is a highly interactive workshop in which you will learn and practice techniques for dealing with challenging situations and people in the scientific workplace. This is not a generic workshop – it specifically addresses interactions which scientists deal with daily – interpreting data, negotiating budgets or project plans, receiving and giving scientific criticism and dealing with interpersonal conflicts in the lab or workplace. During the workshop we will explore the impediments to successful management of these situations and will learn how our own personalities and behaviors influence our ability to perform successfully under stress. We will provide practical approaches to conflict resolution and negotiation to help you deal with such interactions productively.

We will present a framework for identifying and interacting with a variety of types of people in the scientific workplace. We will provide concrete tools for dealing with anger, hostility and passive-aggressive behavior. The workshop will make extensive use of participatory role-playing exercises to demonstrate the application of these tools. By the end of the session, you will (1) be better prepared to handle challenging situations in your own group and/or with your superiors and peers (2) have begun to build skills associated with effective leadership. For more information about this and other workshops, and for a sample agenda visit: sciencema.com

Target audience

The workshop is appropriate for scientists and technical professionals at all levels. It is designed to benefit those who are in managerial positions, those who want to improve their skills in order to assume positions of leadership, and those who simply want to learn how to deal with difficult people and situations.

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 BioMolecules. 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.