

Postdoc Career Success program: summary of eclass material

The PCSP is a seven-month online training course for early career researchers in all disciplines. Its core of 15 online modules ('eclasses') covers career planning and pathways; managing time, people and projects; publishing strategies and practices; improving productivity; initiating partnerships; attracting funding; and building networks.

The eclasses combine with live webinars, personal mentoring and career advice, peer group support, and practical tools and resources that can be applied immediately to researchers' work and challenges. Below the content of each eclass is described in more detail.

eclass 1 Strengthen Your Work Platform

In this first eclass you will discover how to build a strong platform in your current and future roles in order to settle in, become productive and achieve success as quickly as possible.

For example, you will learn about the specific issues to raise with your supervisor or school head, and how to make sure you have the right resources and structure - including a career development framework - to make the most of your position. We also show you how you build the right team of supporters around you.

eclass 2 Your 'Motivated Research Skills'

How do you prevent burn-out, increase job satisfaction and maximise your chances of sustained career success? By concentrating on your strengths and preferences and using them to best effect.

In these two eclasses we help you to identify:

eclass 3 Your Career Anchors

- your key strengths from over 50 transferrable skills you use as a researcher;
- which of the 8 career preference types you belong to and what this means for your career choices; and
- your top 5 values that you must consider as part of all your future career decisions, to secure positions that will let you fulfil your priorities and potential.

eclass 4 Developing Your Career Destinations

Clear direction and strength of purpose are essentials if you're going to fulfil your potential.

In these two eclasses you will develop a complete career plan that is flexible enough to grow with you and brings together your goals, strengths, preferences and 'non-negotiables'.

eclass 5 Creating Your Career Plan

Once your career plan is developed you will be in a position to make really well informed decisions about your future with confidence, and answer crucial questions such as, "should I move countries for my next position?", "which is the right research group for me?" or "which alternative career pathway will I pursue?", based on your own clear priorities.

eclass 6 Overcoming Pitfalls and Blockages

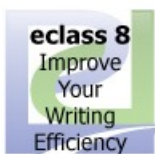
This eclass examines the 4 most common obstacles preventing people from reaching their career goals and explores the best ways of avoiding or overcoming them.

You will be introduced to resources including a tool to help you rapidly analyse and prioritise your tasks, and strategies for steering clear of commitments that take you away from the activities that really matter to your career development.

eclass 7 Creating More Time in Your Day

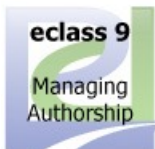
This eclass introduces a range of proven time management strategies and tools to help you work more quickly and efficiently, increase your productivity, and minimise wasted time and the stress associated with it.

You will discover how to take stock of your time, structure the tasks that are most important for you, and win back time that you can reallocate to your own priorities.

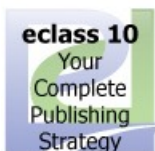


How would you like to settle into a rhythm that allows you to produce papers regularly, minimises stress and optimises use of your time?

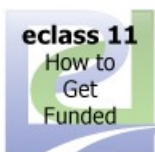
This eclass is packed with advice on how to make time for writing, increase your written output and get your papers submitted and published earlier, featuring a guest specialist in the area of writing efficiency, Hugh Kearns.



This eclass is designed to give you a solid, practical grounding in authorship negotiation and how to minimise the stress and potential for conflict associated with it. Together with authorship specialist, Dr Suzanne Morris, we outline some established rules and processes that allow for equitable determination of authorship attribution, to help make sure you get all the credit you are due from your publications.

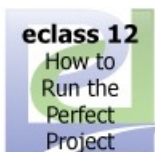


How do you create a publishing history that convinces people on funding and interview panels that you have what it takes? Developing a publication strategy that goes beyond submitting individual papers or monographs is essential to your success. This eclass takes you through all the essential steps in creating such a strategy, from planning your papers to advertising your successes by telling your research 'story' in the most effective way.

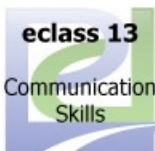


Where could your career take you if you could access new pockets of funding and had the confidence and skills to create and convert new funding opportunities?

This eclass introduces you to 7 different types of funding sources (most researchers consider one or two at most). The module also analyses the nuts and bolts of an excellent application, how to structure the content for maximum impact and adopt budget strategies that minimise your risk.

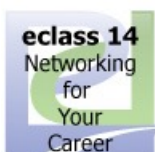


Project management is a key skill for any researcher but one that is rarely taught. Here you will discover the 7 principles of effective project management to help you run outstanding projects - and be first in line for future projects. You will learn how to manage projects on time, within budget and with excellent outcomes that set you apart - and to do so with confidence and low levels of stress.



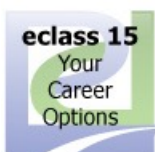
Imagine being the person everyone wants to work with: easy to get along with but also supremely good at managing people - including getting 'difficult' people to work well in your team and achieving the results you need.

This eclass is about the people skills that make this possible, including skills in negotiation, managing conflict and communicating in groups. You will explore a toolbox of strategies that will help you negotiate for great outcomes, deal with challenging people and situations, and become an effective leader.



How do you benefit from the great opportunities that come from effective networking? By creating the right networks in the first place and understanding how to nurture them to maximum mutual advantage. This eclass focuses on tips and techniques you can apply immediately, so you can look forward to building networks that give you the support you need to accelerate and sustain your progress.

How would it feel if the insecurity of academia was not an issue for you because you have identified alternatives that appeal to you and developed the skills to pursue them with confidence?



This eclass steps you through how to identify options that would fit your strengths and preferences. It shows you how to nurture these options from inside academic research, and develop transferrable skills and a track record suited to multiple careers. Whether you are dead-set on an academic career or want to consider other options, this eclass helps you take charge and address the inherent uncertainty of the postdoc situation. The eclass goes hand-in-hand with our extensive database of career options for PhDs, the *Career Options Masterlist*.