

Women in Biology, Medicine and Health

Events from 2015 and earlier

2015

November 9th – Kay Gammie the content developer for pop-up science festivals from the Museum of Science & Industry, is visiting this general WiLS meeting to discuss ideas for events which may attract/encourage more girls and women to go to science festivals.

November 25th – talk Suzy Firkin Development Director of WISE “Career progression for Women in Science”,

Suzy will talk about the things that can really make a difference to women and their careers in STEM and how WISE can provide support and advice throughout the whole career lifecycle, relevant to – students, researchers and teaching staff. (Suzy is a chartered chemical engineer by profession who has worked in corporate life, run her own consultancy business and now works as Development Director at WISE to ensure that even more women get to experience a full and satisfying career in science and engineering

September 18th – Building resilience 1 day workshop – to develop resilience strategies and techniques to manage stress and pressure, Led by Tom Turner from ‘The Psychology Team’ (http://www.thepsychologyteam.co.uk/site/applying_psychology_to_your_organisation_10.asp)

March – WiLS ran a [series of events in FLS](#) to mark **International Womens Day**, this included an FLS undergraduate-led [photoproject](#) (Christina Mott, Shi Yu (Arthur), Cecil Barnett-Neefs, and Chen Xin En (Felicia)), University of Manchester debating society event, and a visit from the [Worm Wagon](#) to the Stopford building

2014

October 3rd General meeting – Athena SWAN

September 11th ‘Having difficult conversations’ (workshop led by the FLS Staff Development Adviser, [Sandra Booth](#))

To discuss the importance of planning for difficult conversations and to develop strategies to handle a range of situations assertively. The workshop will cover topic such as:

- Escalators – the things that cause conflict
- The three key preparation questions
- Opening the conversation
- Finding ways to express yourself without attributing blame
- Asking the right question
- Handling defensive reactions.

September, 3rd talk Dr Elizabeth Seston, FMHS, University of Manchester

To discuss a UMRI funded project entitled: Women in science: characterising and understanding the gendered nature of scientific leadership. The project uses qualitative data from interviews with ~20 female professors working in three science-based faculties to explore whether female leaders experience any particular challenges in their role in their particular organisational setting.

April 7th, Myers Briggs Type Indicator (MBTI) workshop (led by the FLS Staff Development Adviser, Sandra Booth)

The MBTI is a psychometric instrument which measures individual preferences relating to how people perceive the world and make decisions. You will complete an MBTI which will be scored so you can identify your own personal 'type' ahead of the workshop. During the workshop you will learn about the MBTI, how you can use the information and how 'Type' impacts on your working relationships

2013

June 11th, Parenthood 'open meeting'

In FLS to discuss maternity/paternity leave and support requirements on return to work, flexible working – content to be informed by questionnaire/feedback.

January 17th, Personal Impact and Confidence half day workshop (led by [Val Sampson](#) and [Jacqui Marson](#))

This interactive workshop is aimed at developing self-awareness, confidence and the ability to positively influence others. By the end of the half-day workshop, participants will:

- Better understand their strengths and find it easier to access them when faced with challenging situations
- Have insight into less helpful strategies that may have held them back in the past
- Be able to communicate more effectively at meetings, using techniques to deal with any anxiety
- Have greater understanding of positive ways to increase their personal impact on others
- Have practiced maximising impact with others in a supportive learning environment

January 21st, Action Learning workshop (led by [Malcolm Hurrell](#))

A half-day workshop to introduce the concept and process of Action Learning, a structured process of questioning used by small groups who are prepared to commit to each other's development over a period of time.

Throughout 2013, Individual coaching programme

Working one-to-one with a coach enables you to access your best thinking, problem-solve creatively and achieve short, medium and long-term goals at work. A coach won't tell you what to do or offer advice. But he or she will ask challenging questions to stretch your thinking, offer useful information if that's appropriate, and support you to focus on what really matters. This coaching programme will consist of 3 two-hour meetings (usually at monthly intervals) supported by two telephone coaching sessions. To get the most out of coaching, be prepared to think hard, reflect on your own actions as well as those of others and fully commit to the process. Places limited (but also see STDU for individual places)

2012

December 18th, Coaching for Leadership – a six-month Programme (led by Malcolm Hurrell)

Coaching has been found to be a critical skill for leaders and provides a climate where colleagues are both challenged and supported to deepen their thinking and develop clear commitment to action. Working as a group of 9 or 12 colleagues you will learn about, and build capability to use coaching within a leadership role. This will take place over a 6-8

month period (following an initial one day introduction workshop there will be 5 further half day workshops). *This programme requires a full commitment to all workshops and to developing coaching capability through active practice and reflection between workshops.*

November 28th talk Professor Athene Donald, DBE FRS, University of Cambridge

Talk entitled '*Uncertainty isn't terminal*'. Professor Donald is very active around Women in Science issues and a frequent blogger on the subject

(see: <http://occamstypewriter.org/athenedonald/>: Recent topics include '*Broadening Horizons*', '*Why is it Different for Girls?*' '*Leadership, Management and Role Models*' '*Jobsworthiness and Horror Stories in Equality*'). She is Director of the University's Women in Science, Engineering and Technology Initiative, the University of Cambridge's Gender Equality Champion, chair of the national Athena Forum and has won many awards.

Earlier meetings

CV mentoring session

Probation/promotion workshops

A session led by Professor Katharine Perera on language and behaviour patterns in the workplace

Workshop on Neurolinguistic Programming, to enhance awareness of learning styles and the behaviour patterns of ourselves and others.

A "Case Study" workshop composed of four presentations by women who are senior FLS academics.