

STEP INTO PERSONAL DEVELOPMENT PLANNING

WHAT IS PERSONAL DEVELOPMENT PLANNING?

In a nutshell, **Personal Development Planning (PDP)** is what you wish you'd done when you prepare a CV to apply for a job you really want. In that situation, all sorts of thoughts go through your mind, including "do I have the skills they want?"; "is it really the job for me?"; "what have I been doing with my life?"; "what if I get it, where do I go from there?" If you've been doing effective Personal Development Planning, you'll have confident answers to those questions.

PDP is based on three simple insights: first, in the modern world, postgraduates need more than academic expertise in their subject; they need what are often called "transferable skills", ranging from negotiating and time management to leadership. Second, in today's less predictable professional and academic world, postgraduates need to identify and plan for possible career paths. And third, the time to reflect on these issues is not the day before the application deadline! Instead, Personal Development Planning is a continuous process of targeted reflection and self-improvement – identifying your current and future needs, and working out how you can meet them. PDP encourages you to place your studies in context, and see your postgraduate studies as the first stage of your professional development rather than the final stage of being a student.

The PDP philosophy is at heart a simple one of continuous self-improvement, one which is successfully applied in all manner of contexts, such as by Olympic athletes striving to beat their personal best. The fundamental element is finding a way which works for you in terms of scheduling time and space to review your needs, identify strengths and weaknesses, seek out improvement opportunities, and reflect on the results. The University of Manchester aims to support postgraduates in this process, which it defines like this:



Each faculty has its own particular mechanism for supporting postgraduates in their Personal Development Planning (see overleaf). Each begins with some form of review of transferable skills, which feeds into the University's declaration that "full-time students are expected to receive at least 10 days of dedicated training a year, principally in transferable skills". A key part of the University's support process is talking about these issues with your supervisor, to help you identify learning opportunities and needs specific to your field.

"PDP is a structured and supported process undertaken by an individual to reflect upon their own learning, performance and / or achievement and to plan for their personal, educational and career development."

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The STEPS newsletter is published quarterly. Visit our blog to give feedback and to get more details, contacts, and regular updates: manchestersteps.wordpress.com

NOTES FROM THE EDITORS

Personal development planning (PDP) creates opportunities for researchers to develop a wide range of skills and personal qualities. This issue of STEPS provides an insight into PDP and discusses how you can benefit from PDP in research, work and life.

Why not help your friends and colleagues by pointing them to STEPS?

STEP INTO PERSONAL DEVELOPMENT PLANNING

ROBIN DE LA MOTTE
AND SIMON PATRICK

PDP is however inherently led by the postgraduate researcher, and the onus is on you to identify your needs and choose the relevant training opportunities. For the former, discussion with supervisors, colleagues and even the Careers Service can be helpful. For the latter, STEPS (in printed form and via the blog) is a great place to start, but there are many opportunities to enhance your transferable skills which are not packaged as “training events”. Everything from presenting at academic conferences to participating in or running a student society can be a great way to build transferable skills — so be creative, think laterally, and seek out learning opportunities that genuinely interest and excite you.

As you come to the end of your time at university and you start to think about what that ‘next stage’ is, your PDP records can be an invaluable tool because you will be able to pick out specific skills that you have acquired and have hard evidences of when you have used these skills. For example, if you had completed a Researchers in Residence placement at a local school, you could enter this into your PDP records citing it as evidence for communication, planning and team-working. These are skills highly sought-after by any employer. Other good opportunities include the Manchester Leadership Programme and the Widening Participation Manchester Access Programme; see the box below for more good ideas.

PDP does not stop on graduation day. Practically any non-academic career (and, increasingly, academic careers too) will have a form of PDP, possibly in the form of performance development reviews. This is where your employer will assist you in your personal and professional development. Getting to grips with PDP now will enable you to face this sort of review with confidence – because you will already be doing it for yourself on an ongoing basis.

PROFESSOR NIGEL VINCENT, ASSOCIATE VICE PRESIDENT FOR RE-
SEARCH (GRADUATE EDUCATION), THE UNIVERSITY OF MANCHESTER

The world needs postgraduates highly-trained and skilled in their field – but also, for example, able to communicate their research effectively to a variety of audiences. In recognition of this, the University has since 2004 had over £1 million per year of government funding specifically to support transferable skills.

PDP is “encouraging you to understand where you are, and why you’re doing what you’re doing; and to ask yourself what the next stage in your life is and what skills you should be developing, and what you should be asking of the University in relation to that.”

Ideas for Developing Skills & Achievements Adapted from The University of Manchester Careers Service

- Conferences: attend, speak at, organise
- Sit on a school or faculty committee, or help to run a student society
- Organise something with other people – sport, charity event, department social programme
- Be an active member of a professional body
- Get experience teaching
- Organise a study group, journal club or peer review writing club in your department
- Get a mentor, or be a mentor

For more information see blog post: wp.me/pjPoA-76

PDP BY FACULTY

JENNIFER SANDERS

ENGINEERING AND PHYSICAL SCIENCES

WHEN At start of research programme and at key stages throughout
WHERE www.manchester.ac.uk/eps/grads
HOW Receive Graduate Resource Book upon arrival. PDP via Postgraduate Research Skills course in Blackboard*:

- 1 Development Needs Analysis (DNA): self-assess competence level in skills audit of seven main areas* to identify strengths and areas for development
- 2 Personal Development Plan: propose development activities via quarterly progression forms
- 3 Development Records: record development activities (eg attendance at training workshops, teaching, self-directed learning, etc.)
- 4 Review and Reflect: reflect on areas of achievements in development (in complete confidence) and revisit DNA at regular intervals

Resources: workshops, on-line courses, on-line support materials, etc. via Graduate Development website: www.manchester.ac.uk/eps/grads

* self-enrol on Faculty-specific courses:
www.campus.manchester.ac.uk/elearning/enrol

LIFE SCIENCES

WHEN At start of research programme and periodically throughout
WHERE www.intranet.ls.manchester.ac.uk/pgp/gtp/default.aspx
HOW Electronic Graduate Training Programme (eGTP) replaces handbooks

- 1 Generic Skills Training: optional/compulsory courses and workshops
 - 2 Progression Monitoring: forms and personalised time-lining
 - 3 PDP: rate competence level in research-related skill areas*
- Students perform PDP using two on-line systems:
- a) eProg: tracking progression, skills audit, forms, skills training
 - b) Blackboard: ability to reflect on PDP, access your skills training record and relevant resources

* derived from the UK Research Councils’ Joint Skills Statement (JSS).

HUMANITIES

WHEN At start of research programme and at least once a year
WHERE www.humanities.manchester.ac.uk/postgraduateskillsaudit/index.htm
HOW Receive course/school-specific Handbook upon arrival. PDP via faculty intranet

- 1 Assess: self-assess competence level in six main areas* with Postgraduate Skills Audit
- 2 Evidence: provide examples to support skill rating
- 3 Review: identify skills or areas for development under ‘Training Needs’
- 4 Resources: access to resources to assist development eg training courses, online resources, available library literature, etc.

Elements of PDP:

- a) Mandatory: Postgraduate Skills Audit, record of meetings with supervisory team and formal reviews
- b) Recommended: training plans, records and evidence of achievements, and progress reflection
- c) Encouraged: research or reflective practice diary, or research blog to record progress

MEDICAL AND HUMAN SCIENCES

WHEN At start of research programme and periodically throughout
WHERE www.mhs.manchester.ac.uk/secure/graduateoffice/pdp
HOW Receive Graduate Handbook upon arrival. PDP via faculty intranet:

- 1 Initial Review: rate competence level in seven main areas* with Skills Audit; Research Skills Questionnaire providing evidence to support skills rating
- 2 Record Forms: build your own development plan based on your initial review and record attendance at training sessions, seminars/symposium and teaching duties
- 3 Review Timetable: view important milestones and access progress forms used to track your development throughout your programme
- 4 Resources: training workshops and on-line learning material via Training Team website www.mhs.manchester.ac.uk/trainingteam

BEYOND THE PhD



JENNIE FRAIN
MEDICAL WRITER

“ I completed a BSc (Hons) in Biomedical Sciences and then a PhD in the Tissue Injury & Repair Research Group, both at the University of Manchester. I currently work as a medical writer for Complete Medical Communications in Macclesfield.

I attended a post-PhD careers day during my final year (an early precursor of the Pathways event!), having a strong desire to escape from the lab once my degree was complete, and was inspired by a medical writer there. As she described her job, I realised I already possessed many of the skills involved and kept thinking ‘I could do this’. I felt it suited all my needs and aspirations, offering variety of work, permanency and structured career progression, as well as being able to wear casual clothing most of the time!

My PhD provided me with many of the skills required for medical writing. Producing scientific writing for a variety of audiences is a key ability. Through writing my thesis, conference abstracts and posters I had developed technical writing skills, but I also gained experience of explaining medical topics to a less scientifically-aware audience, through producing a hospital leaflet, as well as a host of other skills such as self-motivation, working to deadlines, problem-solving and proof-reading.

I particularly enjoy the variety in my work and being one of the first to see new clinical trial data in numerous therapy areas. Anyone considering a career in medical communications should research the role thoroughly, talking to existing medical writers if possible (I am happy to answer queries from students considering this career path: Jennie.Frain@complete-mc.com). As not all agencies can afford to train new writers, your best bet is to carefully compile your CV to prove you have the necessary skills and then apply speculatively, to several companies of interest.”



NATHAN RYDER
SKILLS TRAINER

“ I studied for a PhD in Mathematics at the University of Liverpool, in a branch of pure maths called knot theory. I had many opportunities to develop skills that have become invaluable to me in my career now.

I’m now self-employed, and describe myself as having a portfolio career, centred on skills training. To date, I have facilitated workshops for over 500 postgraduate research students and am looking also to expand my business outside of the HEI sector. Of the skills I took from my PhD studies, one thing that stands out to me is my ability to switch between small details and the big picture.

I had many positive experiences with skills training as a postgraduate student. I was asked during my third year to act as course administrator for several residential Career Skills Workshops for PGRs; seeing what the course staff did inspired me, and after my thesis was finished I returned to the idea of working for myself.

I enjoy having the opportunity to work with people who want to practice and develop their skills, in all sorts of different areas. Developing new course materials and sessions is an exciting challenge that allows me to practise my creativity and improve the skills that I provide on courses. Working for yourself is liberating, and I like deciding my own goals and having the freedom to develop skills as and when you need them.

If you want to start your own business you need to recognise that you are the driving force and that it might not always be easy. The sense of personal achievement can be incredible.”

MEET THE EDITORS



AMY FREUND
EPS/PHYSICS AND ASTRONOMY

“ I knew that I wanted to study in Manchester from my first visit on an undergraduate open day. Being interested in science and languages, I was struck by the opportunities to combine a Physics degree with language learning and study abroad and I was able to spend a year in Germany as part of my MPhys degree programme.

A final-year undergraduate project sparked my interest in biological and medical applications of Physics, which led me to my current PhD research in Biological Physics. Matching physical techniques to biological systems gives access to many, fascinating areas of research - in my PhD, I study the ability of certain particles to bind to and transport DNA – an area which could one day lead to new medical treatments.

A careers talk at the start of my PhD made me think about skills development and I found that there are many opportunities available, both within the University and nationally. From ‘Perspectives’, the British Science Association’s poster competition, where early stage researchers discuss the impact of their research area on society with members of the public, to the Manchester Leadership Programme for Researchers, these opportunities have been valuable and a lot of fun! I was keen to get involved with STEPS to promote opportunities like these for training and skills development, so that as many students have the chance to take part as possible.”

INTRODUCING THE REMAINING TWO OF THE SIX STEPS EDITORS



ROBIN DE LA MOTTE
PHD GEOGRAPHY, SED

“ I initially read Economics at the University of Cambridge (2001), then — after an internship at the European Commission (2002) — spent three years as a Research Fellow at the Public Services International Research Unit at the University of Greenwich (2003 —2005). After a period in the private sector I’m now in the third year of my PhD, in which I’m researching the role of the local water committees of peri-urban Venezuela in providing water supply in cooperation with the state.

Alongside my PhD I have had a Graduate Assistantship which has involved some teaching; I have also been on the elected committee of the Burlington Society (the society for postgraduates and mature students). After my PhD I hope to remain in academia — though the near-future funding climate is rather inauspicious!

I have taken advantage of many training events offered by the Careers Service and others, and in contributing to the STEPS newsletter I hope to bring these valuable resources to the attention of PGRs old and new. In the private sector many of these events would cost a fortune to attend, and here they are free! The University wants PGRs to succeed whatever path they choose, and I’m happy to be able to make some small contribution towards that.”

CALENDAR OF EVENTS

UNIVERSITY EVENTS

JUNE		
1 RSC Introduction to AVS/Express	23 Library Advanced Endnote	Careers Service www.careers.manchester.ac.uk
9 & 10 RSC Image Based Modelling Using Finite Elements	JULY	CEEBL www.campus.manchester.ac.uk/ceeb/ events
10 Research to Enterprise Summit, Manchester	5 Shape of Science Symposium	Library www.library.manchester.ac.uk
12 Library Endnote	6 Library 10 Top Tips to Avoid Information Overload	Research Computing Services www.manchester.ac.uk/researchcomputing
15 & 16 RSC Module Writing in AVS/Express	8 Library An introduction to using rare books, manuscripts and archives	Shape of Science www.shapeofscience.manchester.ac.uk
16 Library Endnote	8 Library Endnote	
17 Library Finding News:The Factiva Database	13 Library Zetoc	
22 RSC Introduction to Avizo/Amira	20 Library Endnote	
22 Library Scopus Database for Researchers		

REGIONAL AND NATIONAL EVENTS

JUNE	JULY	
9-13 The Times Cheltenham Science Festival	6 The Engaged Researcher. Hosted by Vitae & Manchester Beacon	Vitae www.vitae.ac.uk
10-11 Salford Postgraduate Annual Research Conference (SPARC)	13-16 Northern Enterprise School, Ambleside. Hosted by The University of Manchester, Manchester Enterprise Centre	Pathways www.manchester.ac.uk/pathways
11, 14 & 16 Pathways: Career Options for Researchers, Manchester		Cheltenham Festivals www.cheltenhamfestivals.com/science
16 Postgraduate Research in Arts, Social Sciences and Humanities (PRASH), Edge Hill		Royal Society www.seefurtherfestival.org
25 Royal Society See Further: The Festival of Science + Arts		

FACULTY SKILLS TRAINING EVENTS

ENGINEERING AND PHYSICAL SCIENCES	HUMANITIES	LIFE SCIENCES	MEDICAL AND HUMAN SCIENCES
JUNE	JUNE	JULY	JUNE
1 Planning the Final Year	3 Publishing in Journals	10-11 2nd Year PhD workshop	9 Effective Academic Writing
2 Networking	10 Powerpoint Level 1	ONLINE TRAINING	15 First Year Workshop: Communication Skills
8-9 Introduction to Research	24 Endnote	Statistics & Data Handling	18 Systematic Review Training
17 Writing a Lay Summary	24 Managing Long Documents	Endnote	22 Optimising your Scientific Poster
17 Radio Interviews	JULY		24 Electronic Submission
18 Hot to Twitter	6-8 Modelling social science data		29 How to Prepare and Succeed in your Viva
22 Applying for funding	ONLINE TRAINING		JULY
TBA Negotiating	Endnote		1 Time Management & Project Planning
JULY	Word		7 Teaching
1 Negotiation Skills	Managing Long Word Documents		8 Grant Writing
5 Managing your Supervisor	Powerpoint		14 Introduction to Data Handling
8 Creating a Map to Research Success			20 Introduction to Research
21 Viva Survivor			ONLINE TRAINING
27-28 Introduction to Research			Academic Writing Skills
30 Electronic Submissions			Making a Scientific Presentation
AUGUST			MS Word for Research Experts
11 Electronic Submissions			Using Endnote
ONLINE TRAINING			Using Reference Manager
Endnote			Using SPSS
Academic Writing			
Ethics: Good Research Practice			
Managing your Research Supervisor			
Project Management			
Getting Published in the Sciences			

CONTACTS

ENGINEERING AND PHYSICAL SCIENCES	LIFE SCIENCES
EMAIL eps-grads@manchester.ac.uk	EMAIL Davina.Whitnall@manchester.ac.uk
WEB www.manchester.ac.uk/eps/grads	WEB www.intranet.ls.manchester.ac.uk/pgr/gtp
BLOG www.researchsupport.eps.manchester.ac.uk/theword	
TWITTER twitter.com/epsgrads	
HUMANITIES	MEDICAL AND HUMAN SCIENCES
EMAIL humanities-training@manchester.ac.uk	EMAIL mhstraining@manchester.ac.uk
WEB www.humanities.manchester.ac.uk/humnet/acaserv/pgresearch/training/	WEB www.mhs.manchester.ac.uk/trainingteam
BLOG pgrdocblog.wordpress.com	BLOG researchtraining.wordpress.com
TWITTER twitter.com/skillstraining	TWITTER twitter.com/trainingteam

PATHWAYS 2010

AMY FREUND

Pathways – Outstanding Career Development Event for Researchers returns for 4th Year Running

www.manchester.ac.uk/Pathways

Now a well-established, annual feature of the PGR calendar, this three-day event, which took place this year in June, is much more than your average careers fair. The Pathways team really have thought of everything, from researching and choosing a career to developing the skills needed to be successful and meeting the employers specifically interested in PhDs, whom PGRs might be looking to impress.

On Day 1, around 400 PGRs and researchers who attended had the chance to put their questions to PhD graduates in panel sessions on everything from academic careers, economics and finance and communication roles. With the topics covered depending entirely on questions from the delegates, almost anything can come up in the sessions, from how panelists developed the skills they needed to enter their profession to how they realised their career was right for them. Elizabeth Wilkinson, Head of Postgraduate Career Development said “Most jobs outside academia don’t have a ‘PhD entry scheme’, so Pathways is a great way to find out how researchers get into jobs, both inside and outside academia”. For researchers with a specific career in mind, the panels are the perfect opportunity to find out how the reality matches up with the job description, and those looking for ideas to broaden their career horizons are more than likely to stumble upon something they had never thought of.

The breaks between panels were, as always, a great time for networking - we caught up with Nathan Ryder (you can read about his portfolio career as a skills trainer in our PhD graduate profiles on page 3) - and for looking around the stands on the main concourse. STEPS were there and the editors were on the stand throughout the day, true to form, with vast quantities of sweet treats (this time, lollipops) to give away! It was great to have the chance to talk to so many PGRs and to find out what they would most like to read about in STEPS, and we were especially pleased to meet several postgrads interested in writing for STEPS, as we’re always on the lookout for new PGR writers (anyone interested in contributing to STEPS can get in touch with the editors at steps@manchester.ac.uk).

“Pathways is a great way to find out how researchers get into jobs, both inside and outside academia.”

“Last year’s conference was shortlisted for a Times Higher Award for Outstanding Support for Early Career Researchers and past attendees have been full of praise for the event.”

With delegates having heard about a range of professions, or formed a clearer picture of a particular career in the panel sessions, it was then time to start developing the skills which can help in the job search and application process. A huge range of workshops on everything from communication skills to academic career planning and finding and maximising your strengths ran throughout Day 2, perfect for developing the sorts of skills that might come in handy for your future career, and which can help during your PhD too.

Day 3 brought the chance to start applying everything attendees had found out in their career search, talking to employers at the Graduate Recruitment Fair and, particularly, in the PhD Zone, where around 15 employers with a particular interest in recruiting PhD graduates were represented.

Pathways can really give a boost to researchers’ career planning with something for everyone, and the lively atmosphere and opportunities for networking, with fellow PhD students as well as panelists, make it a really valuable, enjoyable event. Last year’s conference was shortlisted for a Times Higher Award for Outstanding Support for Early Career Researchers and past attendees have been full of praise for the event.

The enthusiasm doesn’t end there though - Elizabeth says “our panels are full of PhDs from all over the country, but it’s particularly rewarding to bring back PhDs who attended Pathways themselves to talk about how they got into their new careers”, so once you’ve landed your dream job, don’t forget to come back and tell Pathways, and STEPS, all about it.



STEPS LAUNCH EVENT: AFTERNOON TEA PARTY

IMOGEN CLARKE

To celebrate the return of the newsletter in March, we held a STEPS launch party, featuring talks by Professor Jim Miles, Associate Dean in charge of Graduate Education, and Elizabeth Wilkinson, Head of Postgraduate Career Development. The event also gave PGRs a chance to meet the STEPS editorial team, and, of course, gorge themselves on plentiful amounts of free cake and biscuits. A good time was had by all, and Professor Miles told me afterwards that he was “delighted to see STEPS relaunched. The future careers of our graduate students are of great importance to the University and STEPS fulfils a vital role in informing them of ways to enhance their prospects.” Hopefully this event helped spread the word about this useful resource.

Jim’s enthusiasm certainly came across in his talk, in which he discussed the importance of acquiring transferable skills and, crucially, making sure you don’t spend three years trapped in your lab or office. He was followed by STEPS editor Simon Patrick and the introduction of the hot off the press March edition, which, as always, was packed full of articles and information. We then welcomed Elizabeth Wilkinson and her interactive workshop about networking for researchers. Playing ‘Networking Bingo’, I think we were all a bit surprised to discover just how many useful contacts we already possessed. Following this, we announced the winner of our free raffle, giving away a copy of ‘Piled, Higher and Deeper’ (PhD Comics), signed by Jorge Cham, to one lucky attendee. Finally, after finishing off the last of the tea and cake, we retreated to the Burlington Bar for more discussion and ‘networking’. We must say a big thank you to everyone who came, to our excellent speakers, and to the Burlington Society for allowing us to use their facilities.

For those who missed the event – fear not! We will be holding another one in October to welcome in the new academic year. Be sure to visit the blog at manchestersteps.wordpress.com to stay updated on all future events.



Researchers attend the March launch event hosted by the STEPS editors. The event also featured the Associate Dean of Graduate Education and the Head of Postgraduate Career Development as guest speakers.

STEPS ONLINE!

IMOGEN CLARKE

Have you visited our blog?
manchestersteps.wordpress.com

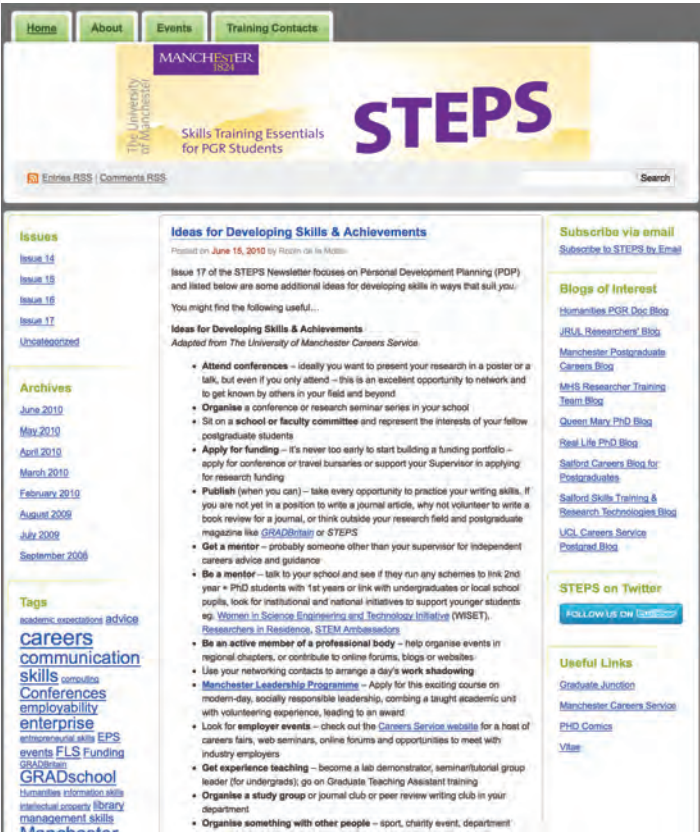
STEPS became a fully-fledged member of the 21st Century this year with the relaunch of our blog and our very first outing on twitter.

Whilst the newsletter will continue to be published quarterly, the skills training world can move a little bit faster than that. To make sure you don’t miss out on a thing, the blog is updated at least once a week with new articles on future training opportunities. Articles from the newsletter can also be found there, usually containing extra bits that didn’t fit into the published original. In addition to this, the handy Events tab means you can access all upcoming events with a single click. We’ve also got links to other useful websites and blogs, and a list of training contacts and online resources.

We’re also on Twitter
twitter.com/ManchesterSTEPS

Follow us on twitter to be notified whenever a blog post appears or the Events page gets updated. You’ll also find any other scraps of information that can be contained to 140 characters or less.

How can you get involved?
Our online presence is also a way for you to keep in touch with us. Any thoughts on the blog post you just read? Did you attend an event yourself? Maybe you have an idea for a new article or know of an upcoming event that’s escaped our attention? Leave a comment or tweet us, and we’ll make sure everybody’s getting the most out of STEPS.



ADDITIONAL PDP RESOURCES

JENNIFER SANDERS

Listed below are some resources to broaden your knowledge of PDP and allow you to discover ways to put it into practice that suit you. You might find them useful for...

Web Resources

- practical PDP advice
Developing as a Researcher, Vitae
www.vitae.ac.uk/researchers/1224/developing-as-a-researcher.html
- understanding how PDP relates to your employability
The University of Manchester Employability Toolkit
www.staffnet.manchester.ac.uk/employabilitytoolkit/
- researchers who are new to PDP
skills4study: Personal Development Planning, Palgrave
www.palgrave.com/skills4study/pdp/
- PDP and employability, the curriculum and practical implementation
PDP and Employability, Higher Education Academy (HEA)
www.heacademy.ac.uk/resources/detail/ourwork/employability/PDP_and_employability
- support and a place to record your achievements
Centre for Recording Achievement (CRA)
www.recordingachievement.org

The University of Manchester is an institutional member of the CRA. If you require access to the members-only pages please contact Patricia Clift in the Teaching and Learning Support Office for login details (patricia.clift@manchester.ac.uk, tel: 57286)

- recognising your transferable skills
Personal Development Planning: How to plan, monitor and record your skills development, Pat Cryer
www.postgrad_resources.btinternet.co.uk/student-resources06-pdp.htm
- an abundance of advice and practical examples highlighting PDP
Personal Development Planning, Higher Education Academy (HEA)
www.heacademy.ac.uk/ourwork/teachingandlearning/pdp
- a booklet teaching effective self-development by exploiting everyday opportunities
Continuing Personal Development, Peter Honey (2007)

Literature Resources

- a practical, step-by-step guide book from personal and professional development to strategy and techniques to the philosophy behind the process
Planning and Organizing Personal and Professional Development, Chris Sangster (2000)
- a booklet teaching effective self-development by exploiting everyday opportunities
Continuing Personal Development, Peter Honey (2007)

Rather than typing all those links into your address bar, access all of the resources listed above via the associated blog post at: wp.me/pjPoA-6M

RESEARCH TO ENTERPRISE

ROBERT PHILLIPS

Become More Enterprising with the Research to Enterprise Programme

The Research to Enterprise programme is an initiative run by the Manchester Enterprise Centre with the aim of encouraging research students and staff to be more enterprising, within and beyond their research area. Now well into its second year, the programme includes a series of regular workshops, mentoring opportunities for researchers with new business ideas or who are interested in the commercialisation of research, an annual summit featuring entrepreneurial speakers from successful and prominent enterprises, and a residential enterprise school.

Popular workshop topics such as Opportunity Spotting, Patent Searching, and Starting a Business, among many others (see www.rte.manchester.ac.uk for a full programme) equip research students and staff with the tools to introduce an element of enterprise into their research activities or future careers, while a programme of interesting guest speakers will show just how far a good idea and some entrepreneurial awareness can take you. The mentoring programme offers help and advice to PhDs and postdocs who have a business idea or are interested in the commercial side of research.

Mentoring is flexible and can be tailored to each individual’s needs, from assistance in applying for grants and funding to advice on completing a business plan and how to conduct market research.

The range of enterprising ideas currently benefiting from mentoring includes commissioning of African art, a foreign exchange trading platform, nano-coatings for electronics as well as a variety of online services.

The third Annual Research to Enterprise Summit was held on 10 June 2010, showcasing an impressive line-up of speakers, including spin out company founders from the University and well known entrepreneurs. This year the event featured music mogul, Pete Waterman OBE. As always, a popular networking session with food and drink took place following the event (a full report to follow in the next issue of STEPS). The Summit aims to give all attendees a taste of entrepreneurial opportunities, whether they are planning for a career in academia, a commercial organisation, or the public sector.

Another residential Enterprise School will also run this summer, offering the chance to develop your entrepreneurial skills with the guidance of expert tutors and guest entrepreneurs.

For details of any of these activities contact Dr Robert A. Phillips (Robert.phillips@manchester.ac.uk)



TOP TIPS FOR... CAREER PLANNING

ELIZABETH WILKINSON

Deciding on a career:

- Think about what you really want – you are not your supervisor, or your parents.
- Be prepared to challenge accepted ideas. The ideal job doesn't exist – you have to invent it yourself. Moving out of academia is not a failure - it's a new beginning. Accountancy isn't just number crunching – it's about interacting with people.
- Find out the truth about dozens of PhD careers at Pathways (www.manchester.ac.uk/pathways)
- Look for work you can believe in – it's the quickest way to job satisfaction.
- Try Prospects Planner, a free on-line career matching tool based on graduate/postgraduate level work – www.prospects.ac.uklinks/pplanner

Finding a job:

- Apply for jobs before you finish your PhD. Four months from seeing the right ad to starting the job is not unusual.
- Think about your long term careers goals and go for jobs which will fill gaps in your CV (especially for academic careers).
- Tell everyone you meet what you're looking for. You never know who might know someone you could talk to.
- There's no law which says jobs must be advertised. Get in early by making speculative applications, particularly for private sector jobs.
- Get PhD career options help, CV feedback, interview advice and vacancies from your Careers Service – www.manchester.ac.uk/careers

KEY CONTACTS

Careers Service

WEB www.careers.manchester.ac.uk
BLOG manchesterpgcareers.wordpress.com
TWITTER twitter.com/ManPGCareers

IT services

WEB www.itservices.manchester.ac.uk
EMAIL itservicedesk@manchester.ac.uk
TEL 0161 306 5544

Counselling Service

TEL 0161 275 2864
EMAIL counsel.service@manchester.ac.uk

Security

TEL 0161 306 9966

BOOK REVIEW

ATUSA SADEGHOLNEJAT

Skills for Success: The Personal Development Planning Handbook by Stella Cottrell, Palgrave

Personal development planning (PDP) allows students to formally monitor their progress through academic years. Skills for Success: The Personal Development Planning Handbook guides the reader through the basic concepts of PDP, demonstrating how to incorporate necessary skills into professional and personal life.

The book clarifies the objectives of PDP, outlining important skills which can be incorporated into research. An introduction to PDP highlights the concepts of personal development, such as forward planning to achieve goals. The book refers to more than career planning, Cottrell

emphasises the application of PDP to academic, personal and professional aspects of life. The book divides the structure of PDP into several sections, not all sections will be relevant to all students. The explanatory text in each section makes it easy for readers to navigate to relevant chapters.

An individual's motivation to learning determines the progress of achievement. Important attributes to personal development, such as self motivation are constantly highlighted throughout this book. Questionnaires and reflective activities provide a personal outtake, allowing students to tailor PDP to their individual needs.

Self reflection is a constant theme throughout the presentation of this book. Thought provoking questions in each chapter encourage the reader to practically apply what has been discussed, further implementing the concept of PDP. Additionally, the self evaluation sections enable students to critique themselves and reflect on their own development. This book presents different methods on learning and personal development. Students can expand the routine learning cycle and interpret a clearer understanding of PDP. Cottrell provides a useful insight into PDP which can be used alongside the University's portfolio.

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