



UK Research
and Innovation

Future Leaders Fellows Development Network

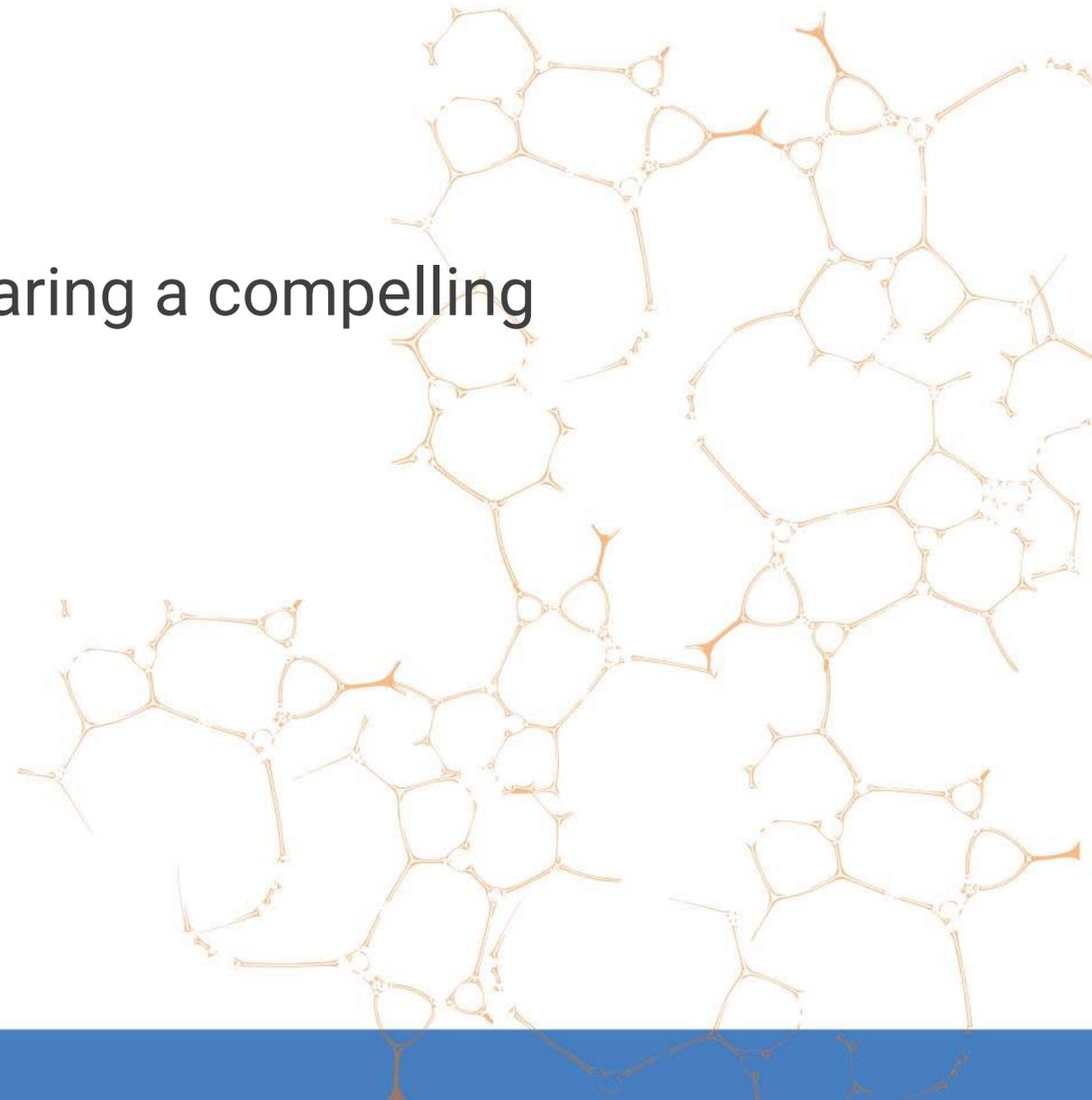
Unlocking Potential: Navigating Round 11 of the Future Leaders Fellowships

Sara Shinton, Director



Our plan for today

- Hybrid – online and in person
- Supporting candidates AND preparing a compelling application
- Hearing from
 - UKRI
 - The FLF Development Network
 - A successful FLF



The ethos of the day

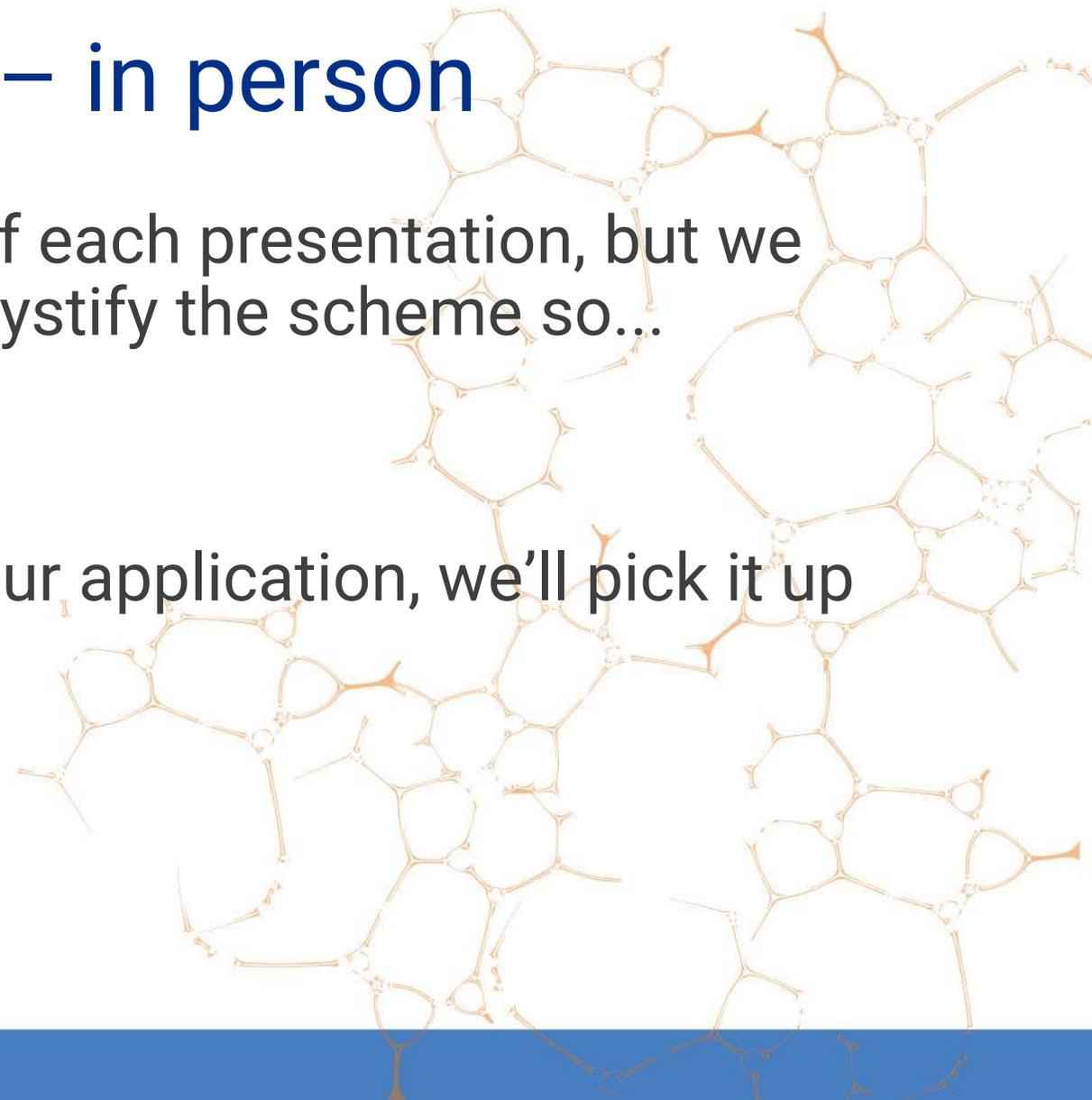
- Open and keen to share good practice
- No stupid questions – ask ANYTHING
- A chance to build communities
- The beginning of your connection to the FLF Development Network



Make the most of today

Ask questions as we go – in person

- We'll try to have time at the end of each presentation, but we want the event to clarify and demystify the scheme so...
- Stick up your hand at any point
 - we may tell you “that’s coming”
- If your query is very specific to your application, we'll pick it up at the end as a 1:1 over lunch



Make the most of today

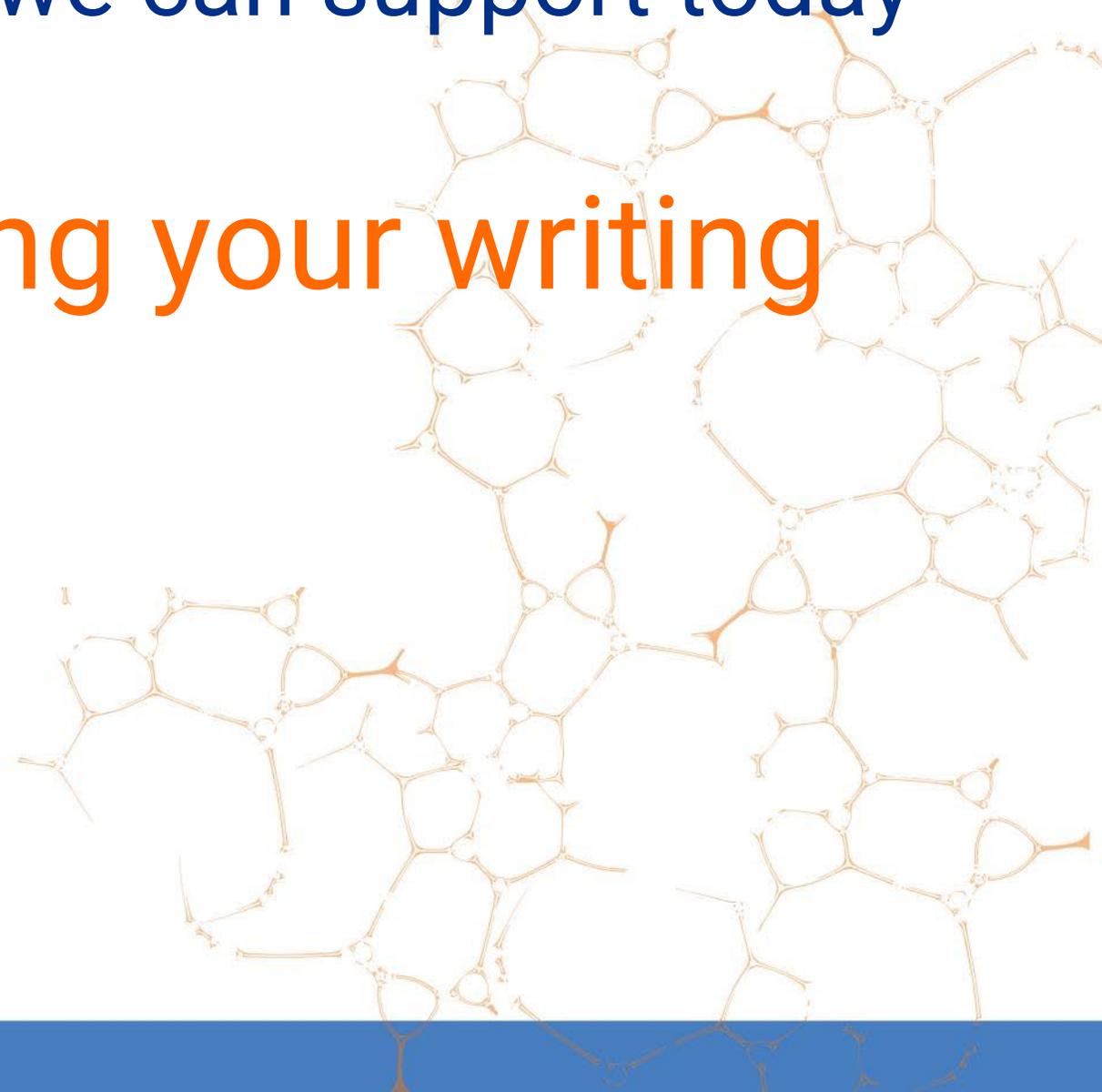
Ask questions as we go – online

- There's a team of us here monitoring the chat.
- **PUT YOUR QUESTIONS** in chat and the team will answer quick queries there
- I'll pick up any that require more detailed responses
- Once the speakers have finished we'll ask you if you want to ask these on camera – put your “hand” up at this point

Two applicant priorities we can support today

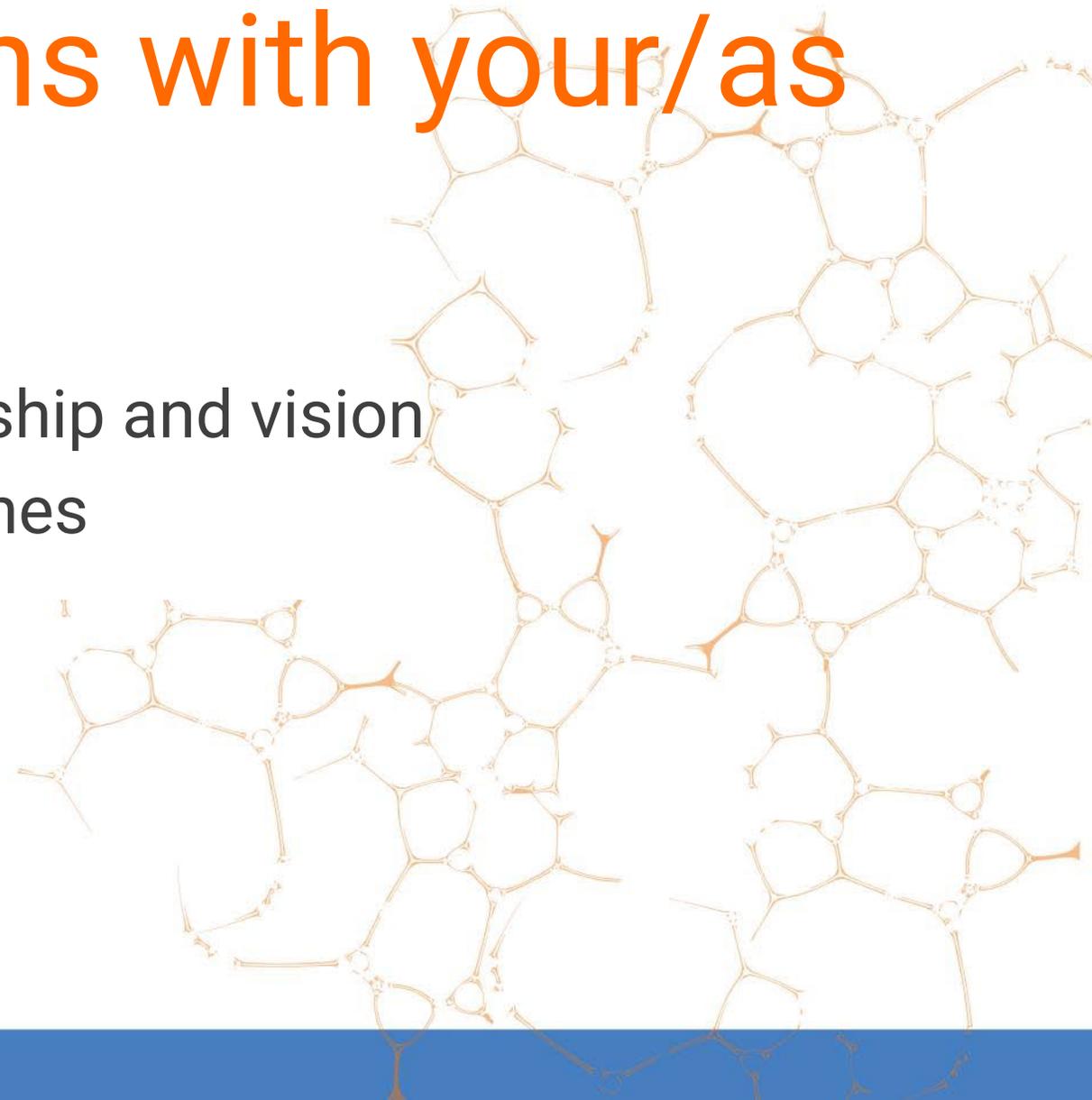
Planning your writing

- Overview of the FLF
- Insights into the selection process (internal and UKRI)
- Insights from an FLF



Prepare discussions with *your/as* a host

- How they will support your leadership and vision
- Awareness of process and deadlines
- Insights from an FLF



And for the hosts and supporters

- Better insights to create tailored support
- Awareness of criteria and scheme aims
- Insights from an FLF



Perspective One: UKRI

Dr Stephen Meader, Director Future Leaders Fellowships





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Perspective Two: FLF

Dr Joanna Bullivant, FLF Round 9
Birmingham City University





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Perspective Three: The Panel

Dr Sara Shinton

Roving Panel Member



What happens at panel?

- Panel has clear criteria and receives training to avoid bias and to spot potential bias
- They are familiar with DORA and reliance on single metrics
- They are supportive of positive cultures around family, caring responsibilities
- Everyone takes this SERIOUSLY
- The whole panel will not generally have read the whole proposal – this falls to the Introducing Members. They will pay particular attention to the reviewer comments **and the applicant response to them**

TREAT THE REVIEWER RESPONSE SERIOUSLY
SUGGEST GETTING FEEDBACK FROM A CRITICAL FRIEND

Criteria for Panel

Is available for applicants, a resource to

- Understand what the reviewers and panels are looking for
- Use as a checklist whilst writing (with the referee criteria)

Many applicants will talk to reviewers and panel members in their network for their advice – anyone from the same institution is absent for the sift discussion or interview.

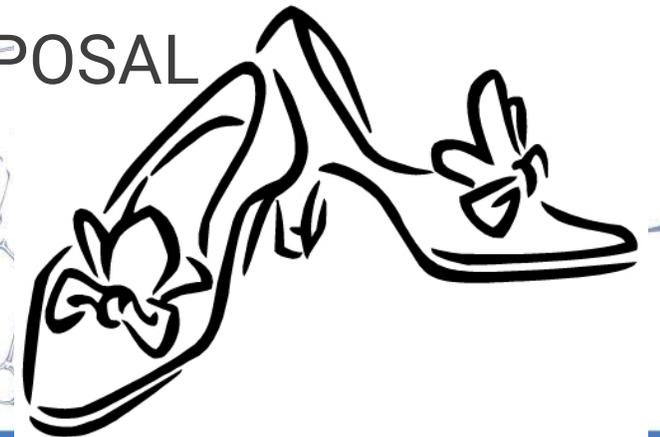
Making life easy for the Introducing Member

- The IM presents the key aspects of the proposal so they need to quickly find, understand and be able to summarise...
 - Is the research important, novel, well designed and likely to maintain its distinctiveness?
 - Are you on a trajectory to being world-class and are you actively developing your leadership?
 - Are the impacts of this work significant?
 - Is the applicant properly supported and have they resourced the project effectively?
- **Make all this easy to extract**



Making life easy for the IM

- IM also summarises reviewer concerns and the response
 - Regularly see people fall into the trap of focussing on a hostile reviewer and missing queries from others
- Panels are all familiar with weird/hostile/misinformed reviewers
 - A calm, considered response plays well
- **WRITE THE RESPONSE LIKE THEY WROTE THE PROPOSAL**
 - Seek feedback
 - Make a plan
 - Use critical friends
 - Sleep on it!



Reflections on the process



- Fair
 - Multiple perspectives and internal checking
 - EDI issues taken seriously and panels are supportive
 - DORA taken seriously and panels will disregard both reviewer and applicant reliance on metrics if problematic
- Predictable
 - Criteria are front and centre at all times
 - The **WHOLE** proposal counts, so **don't forget host support**
 - Show that your institution is part of the team developing and enabling these leaders
 - Must be clear that this is the right scheme for the applicant and they are right for the scheme - think added value and career trajectory



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Perspective Four: The Process

Sara Shinton

Institutional “Supporter”



By the time the call opens I recommend you have

- Understanding of any internal processes (demand management)
- A clear commitment from your host to support your application
- Discussions about host support well underway and plan to refine this as your research ideas develop
- A clear idea of the shape of your FLF, the partners you'll be working with and what you need from them

By the time the call opens I recommend you have

- Recruited your personal “Review College” to provide feedback on drafts, challenge weaknesses and share RELEVANT insights (make sure they are relevant)
- Done what you can to become familiar with the form, the selection process and the interview FOR ROUND 10 (specific updates for Round 11 will follow, but aren’t expected to be significant)
- Immersed yourself in the nature of the FLF so it infuses your writing
 - FLF podcast
 - FLF publications
 - FLF Development Network resources

If you are unsure about which Department, School or Institution to submit through, talk to people!

- FLFs encourage interdisciplinary and cross-sectoral thinking. Don't let institutional structures be a barrier to your ambitions and vision.
- Discuss the fit of your proposed research with any potential host Heads of School to find the best fit for your research and career development needs.
- Equal host contribution from two Schools is possible, but don't confuse the need to establish interdisciplinary connections and generate research interactions and collaborations with your choice of host School.
- If stuck, think about who is going to directly support you best in your research/career development.

What is an FLF?

- ECR Eligibility in terms of ADDED VALUE rather than CV specifics
 - 4-7 years, “early career” researchers and innovators in UKRI supported areas
 - Awards of around £1.6 million
 - Focus on leadership and positive cultures
 - Ambitious and multidisciplinary, time for ideas to grow
 - It literally says “Leader” on the tin
- 

Essential that you "fill" the opportunity of the FLF

You will struggle to progress...

If alternative funding approaches will fit your ideas (I don't mean other similar fellowships – but if a succession of project grants will achieve the same, think again)

If you fail to engage with the leadership dimension (huge investment by UKRI in this, it's a clear expectation)

If the **added value** of the FLF to your career and research vision isn't compelling (panels have to make difficult choices and the impact of the scheme **ON YOU** is often a decider)



Aimed at “Early Career” Researchers

- Don't obsess about what this means – it's deliberately open to interpretation to include more diverse and non-traditional career paths
- DO OBSESS about how you make the case for the added value of the award
- DO OBSESS about explaining why the FLF is a unique opportunity for you and your research vision



The support from
your host should
reflect this ECR
status

Opportunities
Mentorship
Apprenticeships



Advice to applicants

- Talk to FLFs
- Maximise the fit with FLF offer
 - Be explicit about why you are ECR – you provide the evidence to the reviewers and panel
 - Make it obvious that there's a value this scheme offers that **nothing else can**
 - Emphasise the "L" in FLF; like all fellowships the applicant is key
- Work with your host school to develop the host offer – their support will be scrutinised so has to be personalised (as important than £££)

Tailored Career Development Plans – for hosts

- In order to provide a good host organisation statement generic statements regarding professional development activities should be avoided and the support provided should be tailored to the needs of the applicant.
- The host organisation statement should not list all courses which are available, but should articulate candidate development needs and identify routes to gaining that experience. In addition to the support provided by the host organisation, what elements of the FLF Development Network offering would be of benefit to the applicant to help with their development needs?
- Has the applicant worked out what support they need from their mentor(s) and are the expectations of the mentor/mentee relationship clearly set out in the mentor statements?
- Are there any networks (in addition to the FLF Development Network) at an institutional/regional/national/international level which the applicant might benefit from becoming involved with?

LoS: Tailored Career Development Plans

A decorative graphic of a molecular structure, consisting of interconnected circles and lines representing atoms and bonds, positioned in the upper right corner of the slide.

- What steps will the applicant take to actively manage the careers of PDRAs on their grant or doctoral students associated with their grant? How will they create a culture of supportive team working and inclusivity? Will the applicant need to attend any training/gain experience to prepare for recruitment, line management and team leadership responsibilities?
 - Could your organisation do anything to help facilitate the development of broader/different skills outside your organisation? e.g. developing relationships to engage with different organisation types, working on policy, public engagement etc?
- 
- A decorative graphic of a molecular structure, consisting of interconnected circles and lines representing atoms and bonds, positioned on the right side of the slide.





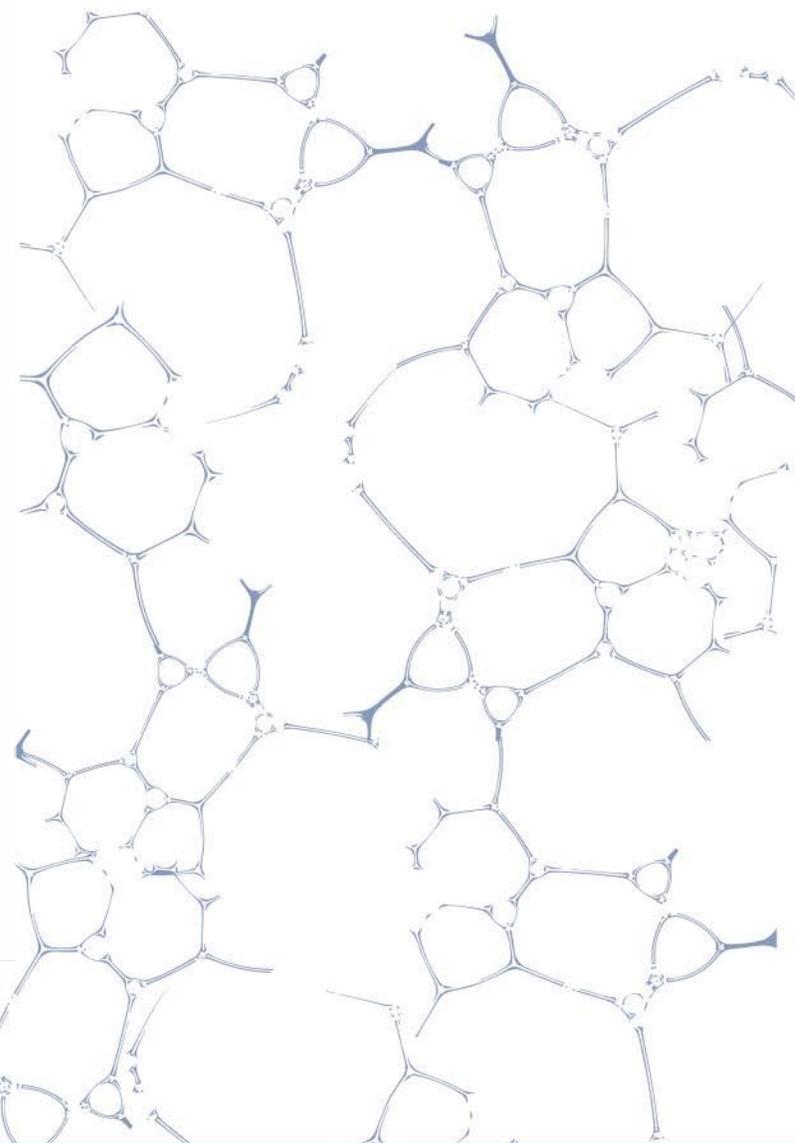
You are here.

You need to be there.

What needs to happen to go from here to there?



In visual terms...





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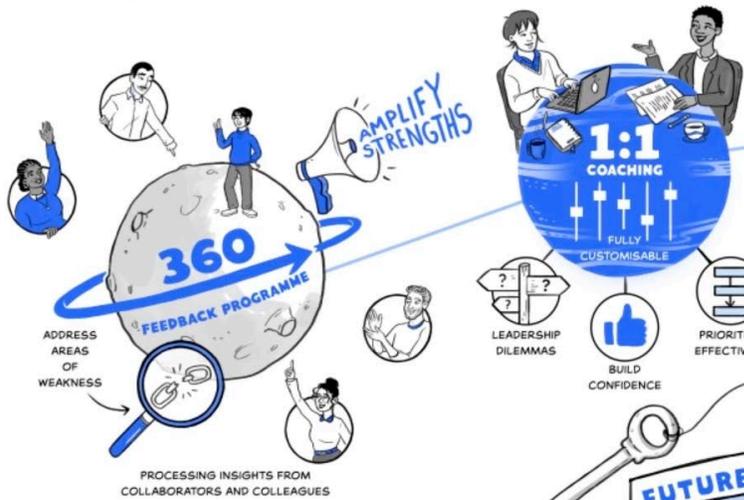
Perspective Five: The Development Network

Dr Sara Shinton, Director FLF Development Network





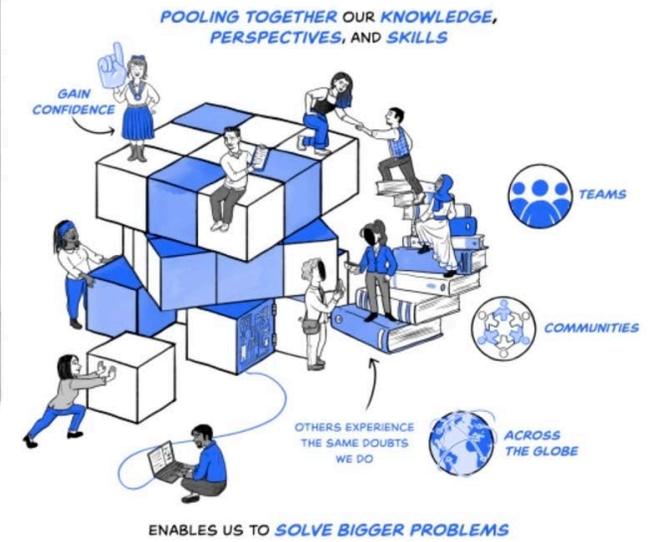
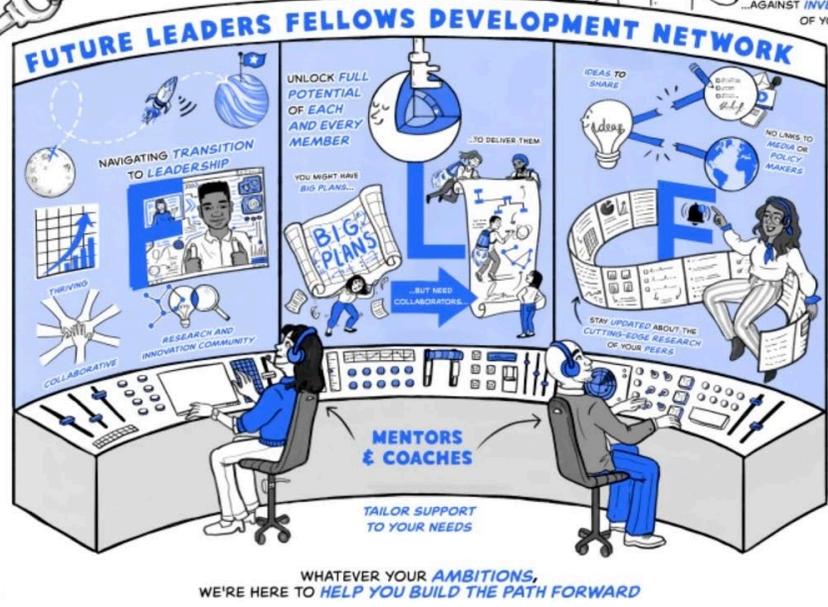
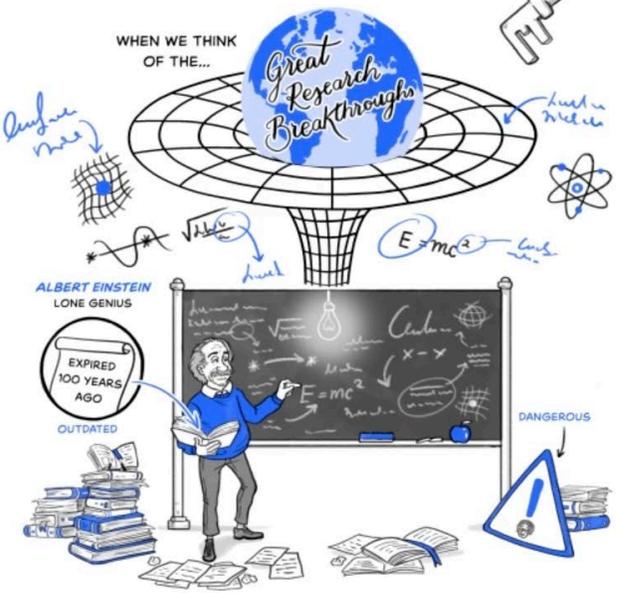
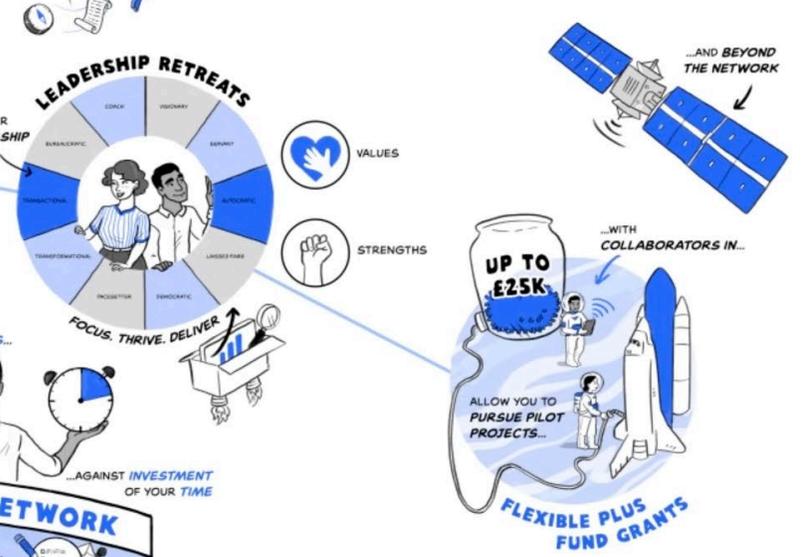
INNOVATIVE DEVELOPMENT PROGRAMMES



NETWORKING OPPORTUNITIES



TOOLS TO SUPPORT LEADERSHIP JOURNEY



WE WORK BETTER CONNECTED

360 Feedback Coaching

Gather valuable perspectives and feedback on your leadership in a research context, and learn about unknown strengths to harness or blind spots that may be holding you back, in our bespoke programme.

Receive a professional report containing detailed analysis of your feedback and a free, confidential 90-min coaching session with a professional coach experienced at working with researchers.

flfdevnet.com/coaching
coaching@flfdevnet.com



One-to-one Coaching

Register for up to two fully funded one-to-one leadership coaching sessions with a professional coach – on topics you identify, at a time of your choosing.

Struggling to manage the performance of a team member, influence a collaborator, or are debating a career choice? Almost any management or leadership dilemma is appropriate to take to a professional coach.



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Leadership Retreats

Take part in a three-day residential designed to give you insights into navigating the process of leading research and innovation programmes, and managing teams.

An opportunity to network with other Fellows, enabling you to share your leadership challenges and goals, and spend focused time co-developing strategies for leading more effectively.

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Mentoring suite of options

Mentoring conversations take place with a range of supporting players, in a range of ways.

Leadership Mentoring Programme

Peer Perspective mentoring triads

Coffee Connect informal peer chats

Online learning: How to Choose and Recruit a Mentor

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EMCC
GLOBAL

WINNER
2022 EMCC Global Mentoring Award





Crucibles

Interdisciplinary, cross-sector events that foster collaborations between researchers and innovators who normally don't get the chance to meet.

Introducing you to new ways of thinking and working... with short facilitated sessions, inspiring speakers, time to collaborate... and a little bit of fun!

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Plus Funds

Apply for up to £25k in funding

The Plus Fund is pot of flexible funding available to Fellows in the Future Leaders Fellows Development Network.

The funds are designed to support the delivery of novel training and networking opportunities in response to other elements of the programme.

Introducing Flexible Creative Fund... Up to £10k



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