

COACH is coming to the Ames Laboratory!

COACH is a grass-roots organization that is working to increase the number and career success of women scientists and engineers through innovative programs and strategies. COACH has developed a series of Career Building workshops that it provides to all career levels to assist scientists and engineers in achieving their full career potential and aspirations.

For more information about COACH, please visit their website at <http://coach.uoregon.edu/>.

To sign up or learn more about one of the sessions listed below, please log into AccessPlus and navigate to your Employee Tab and select UHR Training.

Thursday, September 10th

Effective Leadership Skills for Women

Women scientists take on leadership roles every day, in the classroom, in their department or institution and in their professional organizations. This workshop is designed to give participants some basic concepts of leadership, explore what is known about gender and its role in leadership situations, reflect on their own leadership challenges and do some self-assessment and planning to identify/develop areas for skill enhancement. The workshop includes a variety of instructional approaches, including presentation, small group discussion and experiential learning. The format and content of this workshop is flexible, enabling participants to work with the facilitator to design the workshop to the needs of the group attending the workshop.

Thursday, September 10th

COACHing Strong Women in the Art of Strategic Persuasion

Negotiations occur every day in the scientific laboratory and workplace and often involve issues that are key to research success and career advancement. This workshop teaches the fundamentals of negotiation relevant to a variety of one-on-one conversations and group settings. Topics include the importance of negotiation to advance research and career objectives, identification of negotiables including start-up packages, space, authorship, supplies, etc., necessary elements of a successful negotiation, the importance of developing alternatives to an agreement, techniques for handling difficult people and conversations, the importance of listening and appreciating different viewpoints and identification of short and long-term negotiation goals.

Friday, September 11th

STRATEGIC PERFORMANCE: Successful Communication in Meetings and Negotiations

Good communication skills are essential in all aspects of personal and professional life. This workshop focuses on honing communication skills so that one can be more effective in interpersonal relationships in the workplace, in teaching situations and in scientific research presentations. The session includes self-assessment, role playing and practicing the techniques learned. Topics include effective communication styles for women, projecting confidence and credibility through voice, image and body language, dealing with difficult conversations and questions, using powerful rather than weak words, methods for effective cyber-communication and effective scientific presentations.

Friday, September 11th

Strategies for Leading Change

Making change happen can be done from any position in an organization. Many highly successful women and men can easily identify what changes need to happen but find it difficult to lead others to confront the challenges facing their group. The goal of this workshop is to increase the capabilities of participants to effect change within their organization. Participants will learn a new way of thinking about group process. They will learn how to think and act tactically, learn to differentiate types of challenges, understand how roles determine strategies, identify the pressures behind the resistance to change, and learn how to make effective interventions. In a highly interactive format that encourages deeply personal learning, we will analyze a case that arises from the group, exploring a method to clarify the larger purpose while identifying the trap of "quick fixes." Through a personal questioning process and partnered debrief, participants will have an opportunity to examine their own organizational challenges. Participants will leave with new strategies – theoretical, psychological, and tactical -- for successfully leading change in their institution or organization.

For questions about the COACH workshops at the Ames Laboratory, please contact Mallory Schon at 515.294.8062 or schon@ameslab.gov. We hope to see you there!