Tips and tricks
to make your implementation a success

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Brewing is known for years...

Ninkasi is the Goddess of beer

She was born of "sparkling fresh water". She is the goddess made to "satisfy the desire" and "sate the heart." She would prepare the beverage daily.
And we are beer lovers...

<table>
<thead>
<tr>
<th>Country</th>
<th>Code</th>
<th>Beer Consumption</th>
</tr>
</thead>
<tbody>
<tr>
<td>République tchèque</td>
<td>1</td>
<td>148.6 litres par personne</td>
</tr>
<tr>
<td>Autriche</td>
<td>2</td>
<td>107 litres par personne</td>
</tr>
<tr>
<td>Allemagne</td>
<td>3</td>
<td>106.1 litres par personne</td>
</tr>
<tr>
<td>Estonie</td>
<td>4</td>
<td>102.4 litres par personne</td>
</tr>
<tr>
<td>Pologne</td>
<td>5</td>
<td>98.5 litres par personne</td>
</tr>
<tr>
<td>Irlande</td>
<td>6</td>
<td>98.3 litres par personne</td>
</tr>
<tr>
<td>Croatie</td>
<td>7</td>
<td>95.9 litres par personne</td>
</tr>
<tr>
<td>Venezuela</td>
<td>8</td>
<td>95.6 litres par personne</td>
</tr>
<tr>
<td>Finlande</td>
<td>9</td>
<td>84.2 litres par personne</td>
</tr>
<tr>
<td>Roumanie</td>
<td>10</td>
<td>83.2 litres par personne</td>
</tr>
<tr>
<td>Australie</td>
<td>11</td>
<td>83.1 litres par personne</td>
</tr>
<tr>
<td>Panama</td>
<td>12</td>
<td>82.3 litres par personne</td>
</tr>
<tr>
<td>Slovénie</td>
<td>13</td>
<td>80.1 litres par personne</td>
</tr>
<tr>
<td>États-Unis</td>
<td>14</td>
<td>77.1 litres par personne</td>
</tr>
<tr>
<td>Bulgarie</td>
<td>15</td>
<td>76.8 litres par personne</td>
</tr>
<tr>
<td>Pays-Bas</td>
<td>16</td>
<td>75.7 litres par personne</td>
</tr>
<tr>
<td>Russie</td>
<td>17</td>
<td>74.1 litres par personne</td>
</tr>
<tr>
<td>Belgique</td>
<td>18</td>
<td>74 litres par personne</td>
</tr>
<tr>
<td>Lituanie</td>
<td>19</td>
<td>72.5 litres par personne</td>
</tr>
<tr>
<td>Hongrie</td>
<td>20</td>
<td>71.3 litres par personne</td>
</tr>
</tbody>
</table>
HRS4R is just like... brewing!

Do it as a great project!
You still have the equipment

- Willingness to ensure that the relations with the researchers is conductive to successful performance in research

- Knowledge of what you achieved and what is still on track

- Structure, possibilities and competencies to improve the working conditions of the researchers
You have the driving forces
You can find the key ingredients

All beer is made from these four basic ingredients that are mixed together in varying quantities and at various points in the brewing process. Water enables the process, malts from grains add sweetness, yeast consumes sugar to make the alcohol, hops add many things, among them bitterness, aroma and flavor.
You can find key ingredients

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Water
Grain
Yeast
Hops

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Beyond the recipe ...
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The secrets from the Belgian Trappists
1. Starting of the process

- Endorse the Charter & Code
- Commit strongly to the process
- Include it in the organisation’s strategy
- Create the steering committee
- Create the working group
- Involve the researchers
- Give responsibility and mission
- Inform your community
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« Be confident in the process »
2. Bottom-up & Top-down

- Know about the tools and templates
- Include the input from the researchers
  - Survey (on pertinent questions)
  - Focus groups
  - Interviews
  - Discriminate between R1,2,3,4
  - Don’t be selective at this point
- Involve other stakeholders if any
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« The beer lovers count »
3. Gap analysis

- Review each of the principles
- Describe all the gaps
- Imagine potential actions
- Check the OTM-R list

- Fill Template 1
  - Describe the process
  - Fill the table with principles
  - Fill the OTM-R checklist

- Ask feedback from the researchers
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« Verify each parameter »
4. Action plan

- Select priorities for action (short term, mid-term, long term)
- Define who will be responsible of what
- Define milestones and indicators
- Fill Template 2
- Summarize your strengths and weaknesses (gaps analysis)
- Describe the implementation process
- Ask feedback from the researchers
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- Define who will be responsible for what
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- Fill Template 2
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« Not too much alcohol »
5. Finalize the process

- Request approval from the board
- Disseminate to the community
- Publish Template 2 on your web site
- Apply to the award
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« Choose the right bottle »
« Terviseks! »
Then the real work begins ...

- Do what you plan to do
- Stop regularly and analyse your progress
- Explain divergences
- Update the Action plan and gap analysis
- Communicate to the community
- Work more and more on OTM-R
- Proceed to intermediate assessment
- Ask for the feedback of the researchers
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« Adapt the recipe to your liking »