



SGroup
UNIVERSITIES
IN EUROPE



Innovative practices in Doctoral Education

Motivation, effectiveness and performance

How young researchers and supervisors can
survive the impacts of COVID

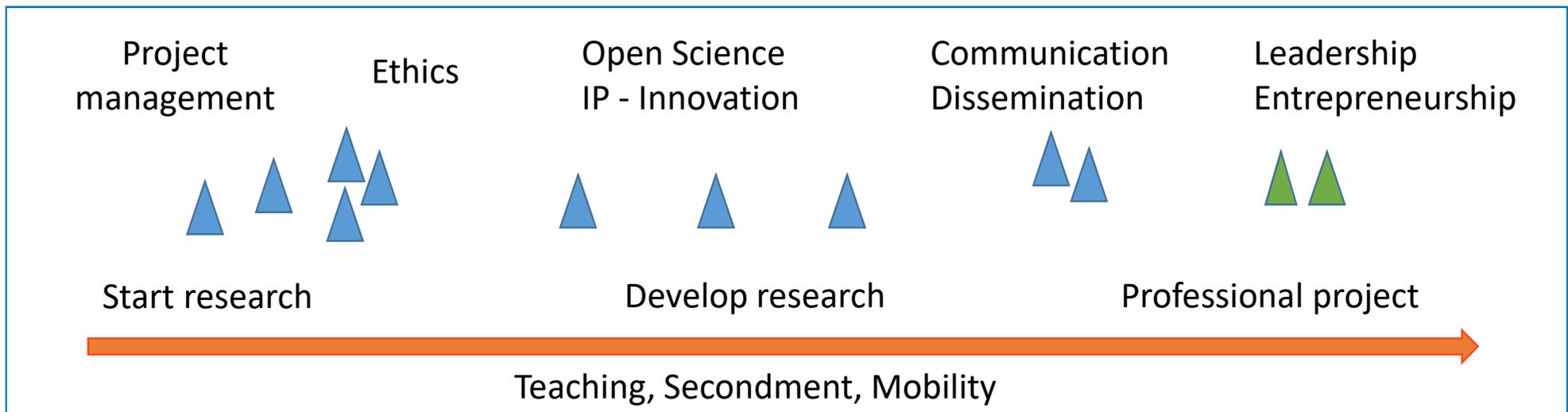
Isabelle.Halleux@uliege.be



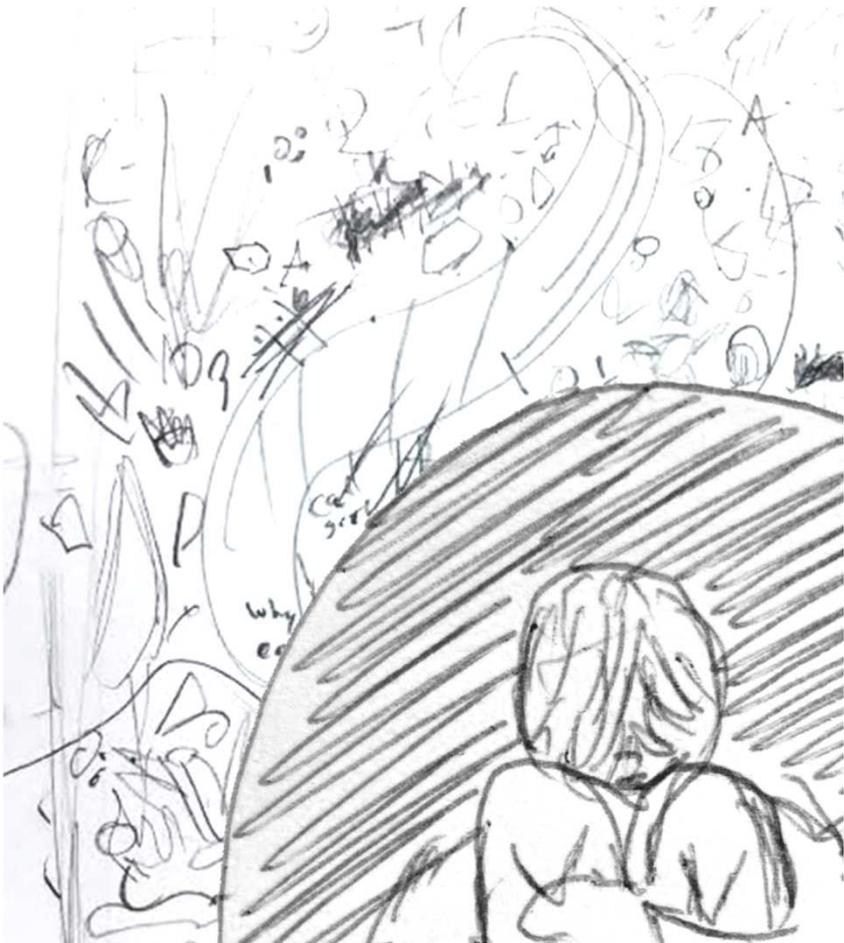
PhD@ULiège



- **Doctoral training : 60 credits – Career Development Plan**
 - 30 credits for Thematic Training – National Doctoral Schools or others
 - 30 credits for Transversal skills – ULiège Office
- **Doctoral research : 180 credits**



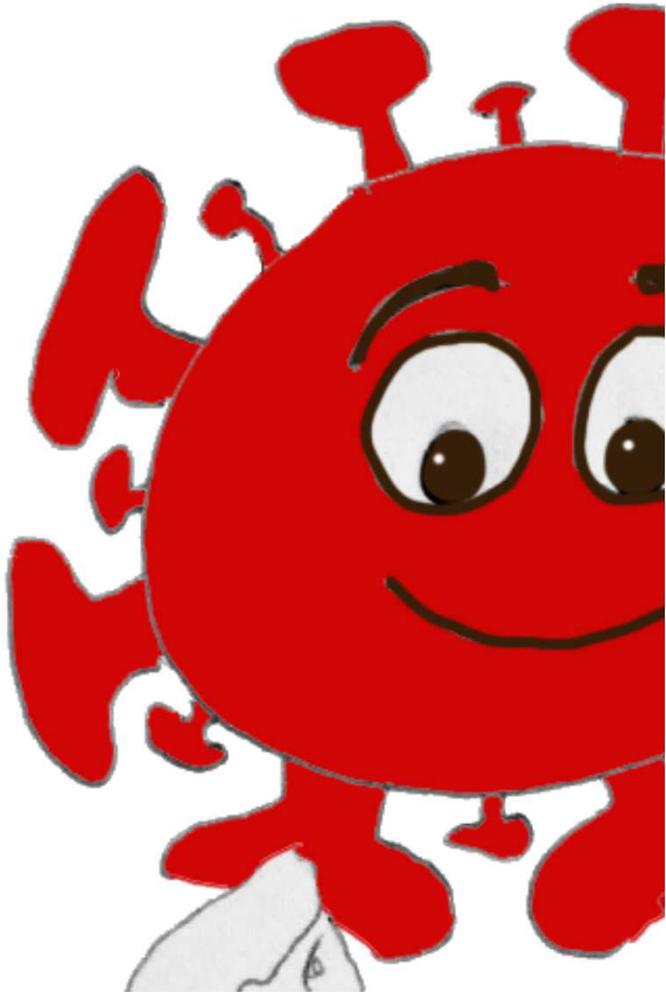
Covid effect on researchers : ISOLATION & STRESS



- ✓ Impossibility to join labs and libraries, to go on the field
- ✓ Feeling of
 - Abandon
 - Unrecoverable time lost
- ✓ Lack of motivation & effectiveness
- ✓ Isolation, depression

- ✓ Availability to
 - Training and education
 - Have virtual support

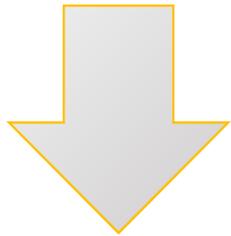
Covid effect on PI : STRESS



- ✓ Impossible to do research
- ✓ Overload of teaching
- ✓ Stress of ending contracts
- ✓ Feeling of
 - Unrecoverable time lost
 - Difficulty to motivate
- ✓ Lack of efficiency
- ✓ Isolation, depression

- ✓ Availability to search for solutions

How can we support/stimulate them?



Press the yellow button



Focus on researchers' needs

Focus on actual research environment

Work on essentials

Work on both aspects of
well-being AND professional skills



Think out of the box

Rebooting research

<https://youtu.be/ehLD0RZIIHg>



Rebooting Research

For INTERNATIONAL RESEARCHERS

- Welcome Afternoons for New International Researchers
- Begin the Year Successfully: Meet-and-greets

 Rebooting Research - ULiège a ajouté un évènement. ...
22 septembre 2020 · 🌐



MAR., 16 MARS
International researchers welcome sessions - ULiège
Place du Vingt Août, 4000 Liège, Belgique

 Rebooting Research - ULiège a ajouté un évènement. ...
22 septembre 2020 · 🌐



MER., 14 OCT. 2020
Begin the Year Successfully - ULiège
Sart Tilman - B8

Rebooting Research

For EARLY CAREER RESEARCHERS

- Back to the campus : Networking and group coaching
- Reconnect to your research project : Workshop

 Rebooting Research - ULiège a ajouté un évènement. ...
22 septembre 2020 · 🌐



JEU., 8 OCT. 2020
Oser retourner sur le campus - ULiège
Online (webinaire)

 Rebooting Research - ULiège a ajouté un évènement. ...
22 septembre 2020 · 🌐



JEU., 8 OCT. 2020
Se reconnecter à son projet de recherche - ULiège
Quartier Agora - Sart Tilman

Rebooting Research

For PRINCIPAL INVESTIGATORS

- Tips to Restart Life on Campus
- Maintain team efficiency and optimise remote collaboration : Webinar



Reacclimating takes time.

Things are not the same: the work environment has changed, there are health measures in place and the situation will continue to evolve. Understand that people react to change in different ways and some early career researchers may need time to adjust than others.

Communicate the plan.

A screenshot of a Facebook event post. At the top, it says "Rebooting Research - ULiège a ajouté un évènement." followed by "22 septembre 2020". The main image shows a network diagram with several yellow and one red square nodes connected by thin lines, with a hand pointing to the red node. Below the image, it says "LUN., 28 SEPT. 2020" and "Dynamique d'équipe et collaboration à distance - ULiège Online (webinaire)".

RR Rebooting Research - ULiège a ajouté un évènement.
22 septembre 2020 · 🌐

LUN., 28 SEPT. 2020
Dynamique d'équipe et collaboration à distance - ULiège
Online (webinaire)

Researchers

- Rupture of isolation
- Motivation
- Networking
- Solutions
- Work on useful topics
- Resources



Admin. Staff

- Rupture of isolation
- Collaborative project
- Boost staff motivation
- Joint organisation



- Improvement of working conditions
- Contribution to well-being
- Same needs at all level
- Extended offer in English

Zen-thesis !



#RelaxedThesis#ResearchProject#Tools#ActiveThesis

<https://www.recherche.uliege.be/en/zen-thesis>

Zen-thesis !



Boost your motivation
and pro-activity

Co-construct strategy,
stay focused and
manage your stress

Activate your network,
share your experience

Zen-the

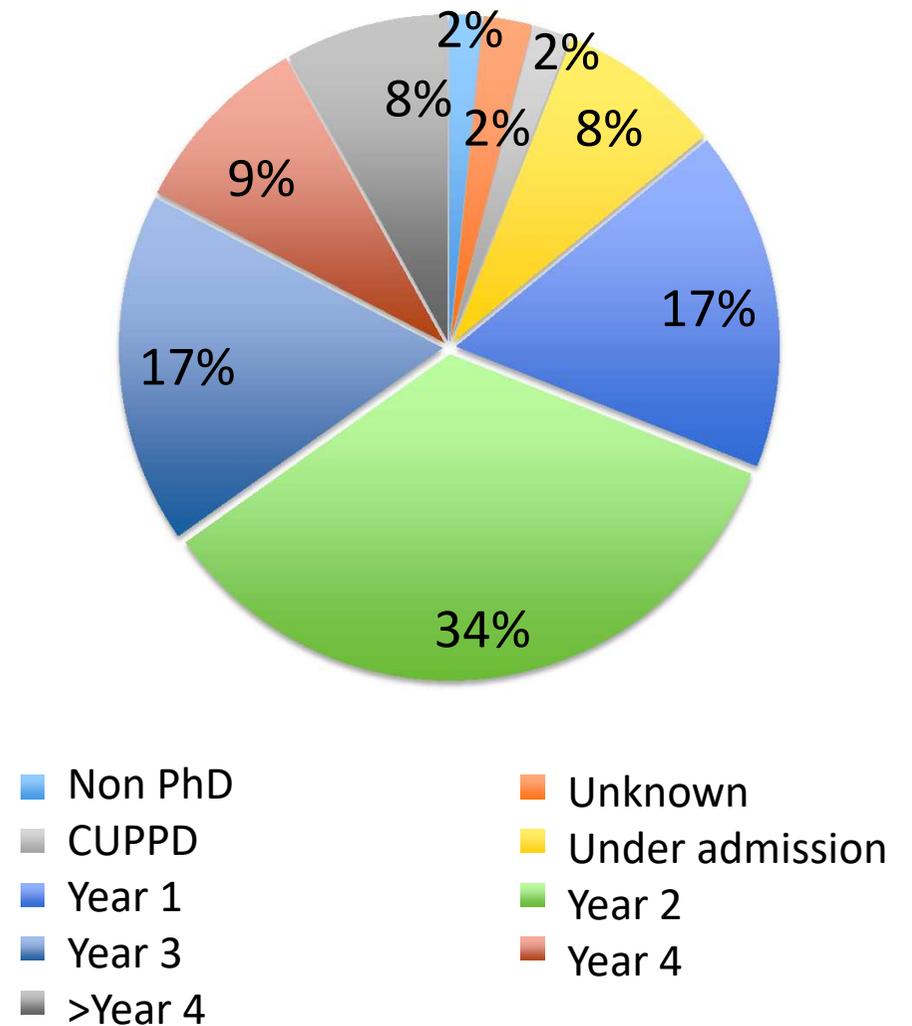
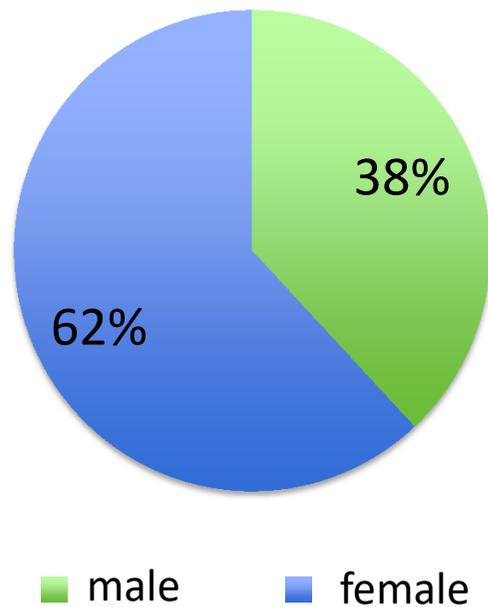
- Stay motivated
- Manage my stress
- Write my thesis on a daily basis
- Manage my data as a professional
- Communicate with my supervisor
- Interact in my research environment

- Complete your PhD
- Request for advice/individual coaching

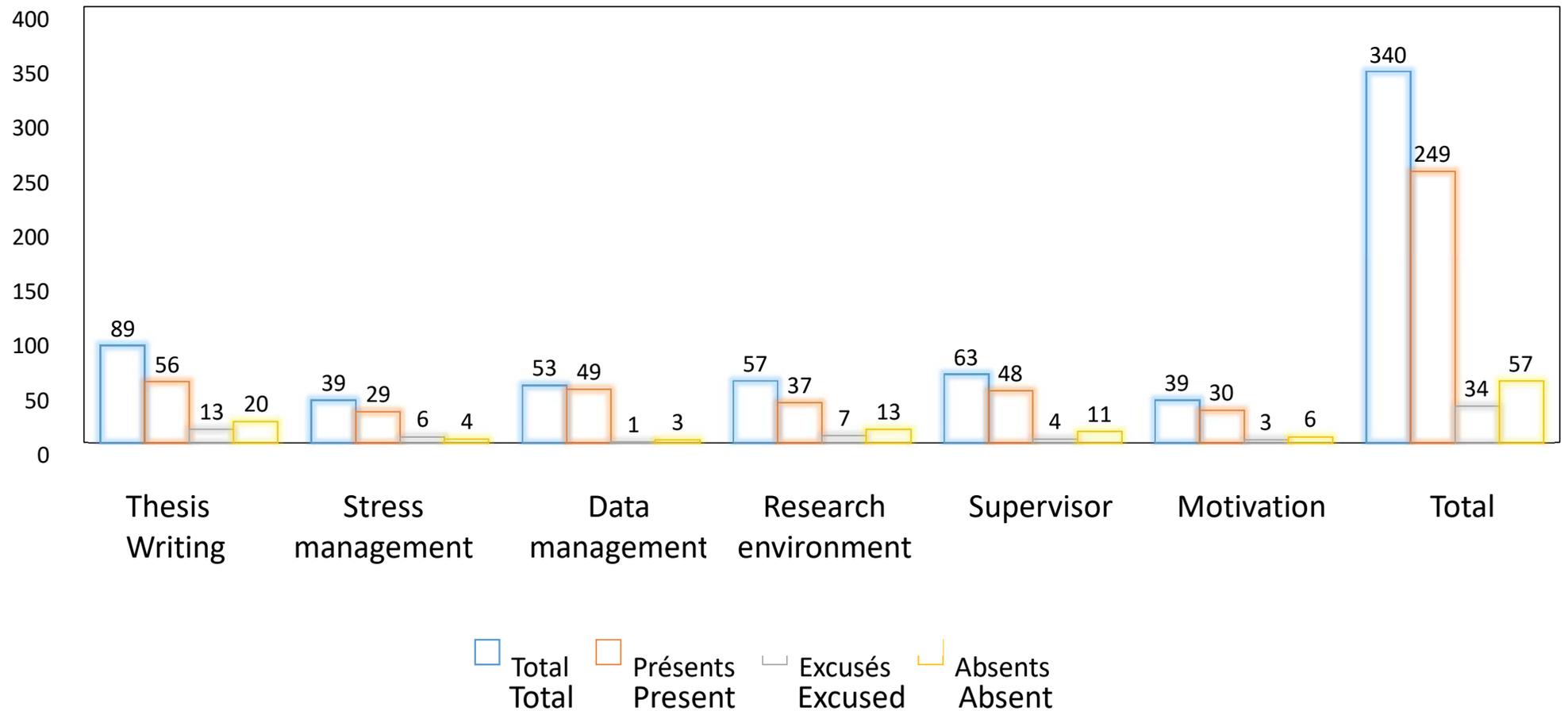


Nov. 2020 to May 2021

- 25 workshops in French and in English
- 432 registrations



About participation



About satisfaction

- High level of satisfaction on all aspects
- Coherence is appreciated
- Request for additional workshops
- Participation in other trainings
- Creation of peer networks
- Interest in online training
- Recognition of credits



Researchers

Motivation
Competences
Effectiveness
Performance



Admin. Staff

Motivation
Coherence
Effectiveness
Impact



Improvement of working conditions
Contribution to well-being
Coherence

Is it novative?

We switched from Flexibility to Agility

- Mobilisation of collective intelligence
- Creation of value/impact
- Iterative and continuous evolution
- Optimisation of resources and energy
- Commitment and involvement of the whole community



Proud to be agile

- Ability to manage change
- Rapid feedback loops
- Multidisciplinary and collaboration of silos
- Respect and personal development of individuals
- Frugality and sustainability
- Focus on value



Acknowledgments



Many thanks
Yellow Judith,
Yellow Evelyne,
Yellow Caroline,
Yellow Rachel,
Yellow Virginie,
Yellow Thérèse,
Yellow Oriana,
Yellow Véronique.
Well done !