

# ARMS 2024 CONFERENCE ABSTRACT

**Theme:** Professional Research management as an embedded practice

**Title:** Aspiring to be in Senior Leadership in Research Management

**Authors:** Denise Clark & Ms Ann Holmes - The University of Maryland

**Abstract:**

**Workshop Overview:** This interactive workshop is targeted for individuals who are in leadership positions at their institution or aspire to move toward entering into a leadership role in their near future. A mixture of lectures, exercises and interactive discussions will provide insights into building and enhancing skills for strategic management and advancement in a rapidly changing workplace, in the world of research administration. Topics will include: Identifying and Acknowledging Leadership Skills, Leadership vs. Management, Managing Resistance to Change in the Changing Workplace, Strategic and Succession Planning, Thriving Workplace Initiatives and Engagement and using Human Capital to Your Advantage. Other topics include managing change by facilitating communication, training, and cross-functional collaboration. Presenters will build upon their personal experiences in the fields of research proposal development, submission and award management as well as audit management and oversight. Join us as we explore the areas so critical in building and maintaining strong leadership skills and turning research administration from a job to a career to a successful profession.

**Learning Objectives:**

- Participants will characterize, criticize, evaluate and defend their leadership tendencies, identifying areas for growth.
- Participants will illustrate and measure the differences between leadership and management and explore where their strengths lie and where weaknesses should be addressed.
- Participants will categorize, analyze, scrutinize and dissect the impacts a changing workforce has on employee expectations and morale and how that may translate into development of leadership initiatives, including strategic and succession planning.