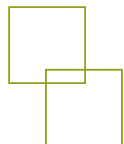




TRAINING

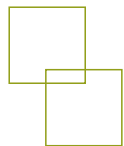
catalogue 2024



CONTENT

Introduction: Training for change	4
Categories of training activities	5
Registration instructions	6
Communication and teamwork	12
Powerful presentations for scientists	13
Graphic design for presentations and communication	14
Non-violent communication to de-escalate conflicts at work	15
Group coaching: communication and collaboration in research groups	16
Coaching for Group Leaders and Heads of Unit	17
Selecting the Best through Effective Candidate Interviews	18
Mentoring Skills	20
LinkedIn professional profile and interaction with the corporate profile.	21
Foundations: setting the stage for a successful PhD – Course I	22
Scientific Project Management- Managing Projects with Impact, Excellence, And Efficacy	23
Career development: Transition to Academia	24
Time management & Personal Effectiveness	25
Integrity in action for early researchers	26
Leadership in action	27
How to write a Competitive ERC Grant Proposal	28
Basic notions to understand and deal with Venture Capital companies	29
Introduction to patents and intellectual property protection	30
How to reach the industry	31
The valorization plan	32
Adhoc support, assistance and mentoring for the R2 projects or ideas of projects organised in small groups	33
Workshop Open Science I: Open Publishing / Access	34
Workshop Open Science II: Research Data Management – General Overview	35
Workshop Open Science III: Preparation of Data Management Plans	36
Statistical Analysis applied to Research Data	37
ImageJ Basic	38

Tips and tricks to achieve good results at the bench	39
Matlab I: Basic	41
Matlab II: Medium	42
Incorporating Gender Perspectives in research	43
LGBTQIA+ Diversity in Science, Technology, and Innovation	44
Fire extinguishing and emergency response (Practical Training)	45
First Aid in the workplace	46
Healthy habits: Feed your mind and the importance of a healthy breakfast	47
Burn-out	48
Impostor syndrome	49
Spanish classes (beginner)	50
English classes (Upper-Intermediate)	51
Catalan classes (beginner)	52
Catalan (all levels)	53
Tandem programme	53



Introduction: Training for change

IBEC's mission is achieved by carrying out different objectives, one of which is to train the next generation of experts in healthcare technologies. IBEC aims to prepare researchers to deliver brilliant research while allowing them to make the next steps onwards in their professional careers.

In 2023, an interdisciplinary working group updated the Training and development path for predoctoral researchers (R1) and defined a new one for postdoctoral researchers (R2). Both contain workshops and courses, that can be found in this Training catalogue, which are recommendations for personal and professional development for R1 and R2.

The Training Catalogue fully aligns with the current IBEC Strategic Plan and the European Charter for researchers. Some of the training actions have been planned in the Action Plan of the Human Resources Strategy for Researchers (HRS4R). Moreover, our commitment to offering excellent training is strong, as a Severo Ochoa Centre of Excellence. For 2024, the Catalogue has been organized in 2 semesters, so that in July the second part will be published.

This Catalogue is a summary of workshops and courses offered to the IBEC community in the areas of transversal skills, scientific tools, gender & diversity, open science, languages, and health and safety and Wellbeing. It represents a work in progress as we adapt the existing courses and develop new ones, to stay up to date with the evolving needs of our researchers and the IBEC community. We want to highlight the high quality of trainers, a good mix of internal and external trainers, with academic and industry backgrounds.

As in past years, we also have included the courses organized by BIST. We want to thank BIST for supporting the training activities of the seven research centers (CRG, IRB, ICFO, ICIQ, ICN2, IFAE, and IBEC) thus improving the skills and abilities of our researchers and supporting their professional development.

As this catalogue of training courses represents collaborative work, we would like to thank the PhD Committee and Postdoctoral Committee, Heads of Unit, Deputy Talent and Training Dr. Elisabeth Engel as well as the Group Leaders who have collaborated in collecting the training needs of IBEC's researchers, as well as their contributions in defining additional courses. We also want to thank the Work Council at IBEC for their collaboration and for making this Training Catalogue possible. Some of the training activities are funded by the Spanish Ministry of Science and Innovation under the grant Centros de Excelencia Severo Ochoa y Unidades de Excelencia María de Maeztu (CEX2018-000789-S).

Carolina Marí, Head of Human Resources

Categories of training activities

Transferable skills ■

- Communication
- Leadership & management skills
- Entrepreneurial skills and Tech Transfer
- Open Science

Scientific tools and techniques ■

- Statistical Analysis; ImageJ; Matlab; Tips and tricks to achieve good results at the bench, etc.

Gender & Diversity ■

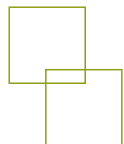
- LGBTQIA + Diversity in Science, Technology, and Innovation, Incorporating Gender Perspectives in research

Health & Safety and Wellbeing ■

- Courses focused on job requirements in the laboratory and offices, safety course, well-being and health promotion courses, such as ergonomic classes.

Languages ■

- English
- Spanish
- Catalan



Registration instructions

As **23 of February 2024**, the registration system will be available at our IBECNET. With this Intranet functionality, we will avoid time-consuming and repetitive tasks, such as sending and receiving emails.

Instructions for the process of inscription:

Important: To assure your participation, a **TWO-STEP process** is necessary. Without the second step, your inscription will not be registered.

- Click on the button “Training” at the IBECNET.
- Click on the course you are interested to attend. Your data will be uploaded automatically from our database. **Register for the course (Step 1)**
- Step 1 will be followed by an eligibility check by the HR Unit based on: predefined eligibility criteria; representativity of different areas, research groups and Units and chronological order of inscriptions.
- You will receive an email from HR where **you will be asked to confirm (Step 2)** your attendance at the IBECNET. Your confirmation closes the process.
- Once you have confirmed your supervisor will be informed by email.

At the IBECNET, 2 periods for inscriptions are available:

- From February to mid-July, for the courses within this period.
- From mid-July to December for the courses within this period.

Cancelation:

Once you have confirmed your attendance you must give at least 3 days (72 hours) notice if you wish to cancel, so that we have the possibility of finding another person to take your place. If you fail to do this, you may not be permitted to participate in a future course.

In case of unavoidable, last-minute cancellations such as illness, please send an urgent email to hr@ibecbarcelona.eu or call extension 24487 / 31144 so that we can try to fill your place.

Any IBEC member may participate in training activities free of charge; however, in some courses there is an eligibility criterion depending on career experience or other considerations. These are specified in the description of each course. In most of the courses free spots are offered to IBEC Alumni members.

When the training activity extends beyond lunchtime, a lunch meal or sandwiches will

be covered by IBEC.

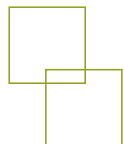
IBEC training courses will be held virtually or in-classroom, depending on the course content.

Parc Científic de Barcelona (PCB):

Tower I, floor 11
Parc Científic de Barcelona
Baldiri Reixac 4-8

Campus Diagonal – Besòs UPC:

Edifici C
Av. d'Eduard Maristany 16
08019 Barcelona



TITLE	DATES	AIMED AT	BY
COMMUNICATION [TRANSFERABLE SKILLS]			
Communication and team working	February 15th	All IBEC	BIST
Powerful Presentations for scientist	March 20th and 21st	Phd, Postdoctoral, Senior researcher and staff	IBEC
Graphic design for presentations and communication	April 16th	Phd, Postdoctoral, Senior researcher and staff	IBEC
Non-violent communication to de-escalate conflicts at work (online)	All year	All IBEC	IBEC
LEADERSHIP & MANAGEMENT SKILLS [TRANSFERABLE SKILLS]			
Group coaching: Communication and collaboration in research groups	All year	All IBEC research group	IBEC
Coaching individual for Group Leaders and Heads	All year	Group Leaders and Heads	IBEC
Selecting the Best through Effective Candidate Interviews	February 29th	Supervisors	IBEC
Mentoring Skills	March	Mentors and mentees	IBEC / BIST
LinkedIn perfil professional i interacció amb el perfil corporatiu	March 14th	Management	IBEC
Foundations: setting the stage for a successful PhD	April 8th and 9th, or May 13th and 14th	1st year PhD students	BIST
Project Management	April 24th and 26th, May 2nd and 29th, June 12th	Management Staff and Researchers	BIST
Career Development: Transition to Academia	May 22nd	Postdocs	IBEC
Time Management & Personal Effectiveness	June 19th and 20th	All IBEC	IBEC
Integrity in action for early researchers	June 27th	PhD Students, Master students and postdoc	IBEC
Career week for scientist	Julio	PhD students, Postdocs and senior	BIST
How to write a Competitive ERC Grant Proposal	Julio (TBC)	Senior Researchers	IBEC
Leadership in action	May 21st, and 28th, June 4th and 11th	Postdoctoral and Senior researchers	BIST

ENTREPRENEURIAL SKILLS AND TECH TRANSFER [TRANSFERABLE SKILLS]

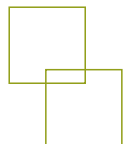
Basic notions to understand and deal with Venture Capital companies	February 5th	All IBEC	IBEC
Introduction to patents and intellectual property	I SEM	All IBEC	IBEC
How to reach the industry	I SEM	All IBEC	IBEC
The valorisation plan	I SEM	All IBEC	IBEC
Adhoc support, assistance and mentoring for the R2 projects or ideas of projects (in small groups)	All year	All IBEC	IBEC

OPEN SCIENCE [TRANSFERABLE SKILLS]

Open Publishing	March 7th	All IBEC	IBEC
Research Data Management – General Overview	May 16th	All IBEC	IBEC
Preparation of Data Management Plans	May 27th	All IBEC	IBEC

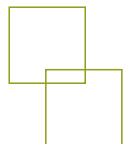
SCIENTIFIC TOOLS & TECHNIQUES

Statistical analysis applied to research data	February 27th and 29th, March 5th, 7th, 12th and 14th	Master's students, PhD students and Postdocs	IBEC
ImageJ Basic	April 4th	Master's students, PhD students and Postdocs	IBEC
Tips and tricks to achieve good results at the bench	April 9 October 8	Master Students and 1st year PhDs	IBEC
Matlab I: Basic	June 6th	Master's students, PhD students and Postdocs	IBEC
Matlab II: Medium	June 13th	Master's students, PhD students and Postdocs	IBEC



GENDER & DIVERSITY			
Incorporating Gender Perspectives in research	April 25th	All IBEC	IBEC
LGBTQIA+ Diversity in Science, Technology, and Innovation."	June 18th	All IBEC	IBEC
HEALTH & SAFETY AND WELLBEING			
Fire extinguishing and emergency response	January 22nd	All IBEC	IBEC
First aid at workplace	February 22nd	All IBEC	IBEC
Healthy habits: Feed your mind and the importance of a healthy breakfast.	March 13th	All IBEC	IBEC
Burn-out	May 31st	All IBEC	BIST
Impostor Syndrome	May 3rd	All IBEC	BIST
LANGUAGES			
Spanish for beginners (online group)	March to June	IBEC members*	IBEC
Catalan for beginners (online group)	March to June	IBEC members*	IBEC
Catalan	All year	All IBEC	Normalització Lingüística
English Upper-intermediate (Online Group)	March to June	IBEC members*	IBEC
Tandem programme	All year	All IBEC	IBEC

*IBEC members with an IBEC employment contract will receive priority if the course reaches full capacity.



[TRANSFERABLE SKILLS] [COMMUNICATION]

Communication and teamwork

bist

A theoretical-practical program aimed at facilitating team communication by fostering leadership and complex problem-solving. With this course, you may reassess your way to face meetings and problem solving, and learn how to deal better with conflicts and how to have a more effective communication.

Dates: February 15th, 09:30 – 14:00 (in-person)

Venue: Recinte la Maternitat, room TBC

Target group: All IBEC members (maximum 6 participants).

Training content:

- THE PUZZLE, a real exercise in solving a complex problem as a team, testing communication skills and leadership.
- Communication and stress. Avoiding passive or aggressive reactions and promoting assertiveness.
- Coffee break
- Conflict management. How to use the most suitable style in each conflict (Thomas-Killmann model) to maintain team cohesion and solve the problem.
- 4 roles in dialogue (Kantor Model), for effective meetings to create collective intelligence.

Trainer:

Andrés Martín Asuero, Director of the Institute esMindfulness.

Andrés, with a strong background in international management and a certified instructor in Mindfulness (MBSR), holds a Bachelor's degree, MBA, and a Doctorate in Psychology. Recognized with the REIDE Award, he authored "Fully, Mindfulness and the Art of Being Present." Specializing in stress reduction and organizational learning, Andrés collaborates with companies and universities, impacting over a thousand participants annually. Also, a founding member of the Professional Association of Mindfulness MBSR Instructors.

[TRANSFERABLE SKILLS] [COMMUNICATION]

Powerful presentations for scientists

The course's aim is to enhance the effectiveness and confidence of staff and scientists when presenting their projects and research. You will learn how to clarify and structure your ideas, sharpen your message and interact confidently with audience, using a systematic approach and tools to inform, persuade and inspire others.

Dates: March 20th and 21st, 09:00 – 18:00 (two in-person sessions)

Target group: PhD students, post-docs, senior researchers, and management staff (maximum 16 participants).

We will give priority to scientific staff. Participants that are part of the management staff are also welcomed to register. Participants should be advanced English speakers who are able to converse easily about their research/project in English.

Training content:

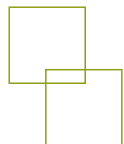
Participants will spend approximately half the time in plenaries (all the group together) and the other half of the time working, in discussion and sharing ideas in workshops. Each participant makes a 4-minute presentation on which they receive feedback.

1. The differences, and (dis)advantages of different forms of communication – writing, conversations and speeches
2. How to grab the attention of the audience in your opening
3. How to structure your content to maintain the audience's attention
4. Interacting with your audience and answering questions
5. Rhetorical devices when preparing your speech - the rule of 3, rhetorical questions, metaphors, and storytelling
6. Brainstorming your presentation
7. Red-thread and closing
8. Voice and gesture
9. Feedback on voice and body language
10. PowerPoint design
11. Presentations - Feedback
12. Red-thread and closing

Trainers:

Ana Paola is a lead facilitator. For the past 13 year she has advised governments and organisations on innovation, problem-solving, sustainability and resilience in more than 10 countries. She is teacher and facilitator at Performing Ideas, helping individuals and organisations strengthen their leadership skills, specifically on how to innovate and how to express their ideas convincingly and confidently.

Monica Ixchel Castillo Salgado, is a Political Scientist, Educator, Actress and Dancer from Mexico living in Barcelona, Spain. She is currently working as a facilitator and assistant at PerformingIdeas. She graduated from the City University of New York with a degree in Political Science (Cum Laude) in 2005.



[TRANSFERABLE SKILLS] [COMMUNICATION]

Graphic design for presentations and communication

A course where the principles of design applied to graphics and posters are reviewed.

Dates: April 16th, 9:30 – 12:00 (In-person)

Target group: PhD students, post-docs, senior researchers, and management staff (maximum 20 participants).

We will give priority to scientific staff (PhD students, postdoc, senior researcher, group leaders). Participants that are part of the management staff are also welcomed to register.

Training content:

Workshop on how to improve infographics, graphics, and scientific posters. Does not go into the operation of specific software.

During this workshop, you will delve into the fundamentals of graphic design, covering aspects such as colour, typography, form, composition, and imagery. Additionally, you will acquire basic knowledge of graphics and infographics to enhance the development of scientific publications. The workshop will introduce free resources, programs, and databases to streamline content creation. Real-life examples of scientific publications, including those submitted in advance by attendees, will be analysed to identify areas for improvement.

Trainer:

Anna Molinet, from the agency of scientific communication Eduscopi, holds a degree in Human Biology, specialized in Scientific Communication. She is now finishing her degree in Graphic Design at the UOC. She has experience in writing divulgation articles, development of medical education platforms, audiovisual creation, web design, press releases, social networks, event organization, development of promotional materials, moderation of debates.

[TRANSFERABLE SKILLS] [COMMUNICATION]

Non-violent communication to de-escalate conflicts at work

In this eLearning course, you'll develop skills to handle conflicts, understand their root causes, and enhance communication. Gain tools to prevent and resolve conflicts, improve internal dynamics, and foster a culture of dialogue. Feel empowered and confident in managing conflicts.

Dates: At your own pace as of March or September.

Format: Online course

Language: Spanish or English

Duration: up to three months

Dedication hours: 8-10 h

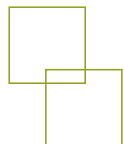
Target group: All IBEC

Training content:

- Why does a labor conflict arise?
- How beliefs can change your life
- Conflict and emotions in communication
- Do you know which ear you listen with?
- What is my responsibility? Taking control of the conflict.
- Non-violent communication
- Conflict escalation
- Non-violent communication and self-empathy
- Empathy: looking at the other with the eyes of the heart

Trainer:

CMBMediala a leading consultancy in the prevention and management of situations that may cause conflict within organisations. Acknowledgements: ADR2019 Methodology Award Mediala as the best initiative in conflict management (Generalitat de Catalunya); AMMI Award for certification in the Mediala methodology for conflict resolution.



[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Group coaching: communication and collaboration in research groups

The aim of the course is to improve communicative and relational competencies in research groups. We will understand what the identity of the research group is and the way of working and relating in the group, thus we aim to create strong relations, show awareness and consideration for others, promote supportive relationships based on trust and learn listening skills and how to give and receive feedback.

It is highly recommended that the group coaching sessions are combined with individual coaching sessions for Group Leaders.

Dates: 3 half-day sessions (one session per month). Dates to be agreed with the Group Leader. In-person class sessions 10 hours.

Target group: All IBEC members from the same research group. In 2024 up to 3 research groups will be trained.

Training content:

Based on a first session between the consultants and the Group Leader a specific program will be created according to the needs of the research group. Contents common for all research groups, but not restricted to are the following:

- Communication: Know how to give and receive feedback, listen and ask. How to be more effective about exchanging information and ideas with others.
- Collaboration: Knowing how to establish agreements (ask and offer) and establish relationships of trust.
- Relationship: know how to recognize others, establish support alliances, share and support in situations of difficulty, understand how you complement with the others. How to balance between giving and receiving.
- Explore the reorganization of the group so that it gains autonomy.

Methodology: Group coaching, systemic analysis to understand the group as a relational system and case studies.

Trainers:

Elena Palma: Founder of Tiempo de Aprender. Senior consultant Facilitator of Change in Organizations. Psychologist for the UB. Transformational Coach by Institute Gestalt & People Tech Solutions (Washington). Systemic coach. Certified in MBTI (Myers-Briggs Type Indicator). Systemic Projects and advice with Management Teams.

David Valls: Systemic consultant and facilitator of transformation in organizations. Senior coach with international certificate (ICFPCC). Trainer of trainers and Consultant in Neurolinguistic Programming by the NLP University (Santa Cruz, CA). Higher Engineer in Electronics and Technical Engineer in Telecommunications from Ramón Llull University.

[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Coaching for Group Leaders and Heads of Unit

The coaching process consists of 7 individual sessions between Coach and Coachee, with a duration of around 1 hour. They are performed with a maximum interval of 15 days between sessions.

The time between sessions pretends that the coaches can carry out actions and assimilate the changes.

Dates: All year

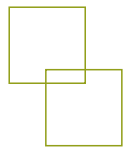
Target group: Group Leaders, with priority for those involved in the group coaching (see above mentioned course).

Training content:

- First meeting: establish a goal of improvement jointly and consensually.
- During the 7 individual sessions with confidential character, the agreed objective of improvement will be worked on together.
- Last meeting: assess the results of the process and ensure that improvements in relation to the agreed objective have been achieved.

Trainer:

Elena Palma: Founder of Tiempo de Aprender. Senior consultant Facilitator of Change in Organizations. Psychologist for the UB. Transformational Coach by Institute Gestalt & People Tech Solutions (Washington). Systemic coach. Certified in MBTI (Myers-Briggs Type Indicator). Systemic Projects and advice with Management Teams.



[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Selecting the Best through Effective Candidate Interviews

The workshop will be an opportunity for interviewers to practice and improve their interviewing techniques by sharing knowledge and good practices.

It is proven that the Competency Based Method of Interview can help us achieve better understanding of the candidate.

Using the recognized principle that past and present behaviours are best predictors for future performance and evaluating not only his/her aptitude or technical skills for the job, but also the alignment and match with the research group and IBEC, the recruitment process will be lead successfully and professionally. Likewise, as interviewer, in order to successfully identify the best candidates, it is necessary to be as objective as possible and detect any bias we may have.

Have you asked yourself:

- Am I an objective interviewer?
- Am I aware of my implicit bias? how can I reduce it?
- Do I follow standard techniques and best practices when interviewing?

Dates: 29th of February, 9:30 – 13:30 h (in-person)

Target Group: Supervisors: Group Leaders, Heads of Unit, Senior Researcher and Postdocs.

Training content:

- Awareness of implicit bias, how it influences our decisions and how to reduce it
- Competency Based Interviews: framework at IBEC
- Interview techniques and practical examples

Trainer:

Carolina Marí is the Head of Human Resources at IBEC since 2009. She studied Sociology, a Master in HR and a postgraduate in HR Strategy. She has been working for more than 20 years as an HR professional in the field of organisation, development, recruitment and the implementation of strategic HR initiatives.

TESTIMONIALS WORKSHOPS “SELECTING THE BEST THROUGH EFFECTIVE CANDIDATE INTERVIEWS”

“

The main focus of this workshop was how to obtain the right information from a candidate in an interview and how to evaluate it efficiently. Complete and useful.

I would recommend the workshop for Group leaders, senior post docs, heads and coordinators

Teresa Galán, Coordinator
MicrofabSpace and Microscopy Characterization facility

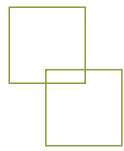
“

During the interview never ask a close question. An open ended question gives a better idea about the candidate.

It was a good experience. The best part of it was the practical demonstration as a mock interview. I think we can have that practical part a bit more.

Mohit Kumar, Senior researcher (post doc),
Molecular Bionics group

You may contact the researchers that shared testimonials if you need more details.



[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Mentoring Skills

The aim of the workshop is to prepare Postdocs and Senior Researchers for their roles as Mentors within the IBEC & BIST mentoring programs. Participants will be prepared for their role as Mentor, before they start the different program.

Dates: BIST Mentoring: March (online)

Target group: Postdoc and Senior researchers (mentors) participating in the BIST and IBEC's Bottom-up Mentoring Programs.

Training content:

- Objectives for and the overall programs
- Individual Expectations.
- What is Mentoring?
- Preparation of Learning Action Plan
- Follow up of the scheme.

Trainer: to be decided.

[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

LinkedIn professional profile and interaction with the corporate profile.

The primary objective of the training is to empower IBEC technical staff to use LinkedIn as an effective channel for communication and dissemination. The training will provide the necessary tools and knowledge to maximize the potential of the network, both for enhancing institutional presence and developing professional profiles

Dates: March 14th (in person)

Language: SPA/CAT

Target group: Management

Training content:

Understanding the operation of LinkedIn:

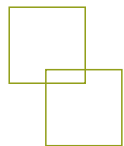
- Key aspects of the professional social network.
- Professional profile vs. corporate page.
- Visibility and positioning.

Professional profile and personal brand management:

- Strategic construction and key elements of the profile.
- Strategic management of the contact network.
- Participation in groups and networking.

Interaction with the institutional page and other entities:

- Interaction with institutional publications.
- Interaction with professionals and companies.
- Creation of effective and optimized posts.
- Use of AI tools for content generation.
- Talent attraction.



[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Foundations: setting the stage for a successful PhD – Course I

bist

What can you do to make yourself a more effective doctoral researcher and get the most out of your PhD?

BIST centres by using the VITAE's framework, have organised an interactive and intensive two-day course. It has been designed for first year doctoral researchers and will look at practical ways to increase their effectiveness and meet the challenges of your PhD.

Dates: 8th and 9th of April, 9.30-18.00 (in-person)

Venue: Recinte la Maternitat, room TBC

Target Group: 1st year PhD Students.

Training content:

Pre-course work:

- Auto-reflection (personal work before the course)
- Stress management (information to give before the course)
- Description research project
- Play with an online tool

Core content:

- Creativity applied to promote collaborative research
- Communication and feedback
- Project and Time management tools I
- Project and Time management tools II

Transversal content:

- Team work
- Auto-reflection

Trainer:

The course will have a team of 2 trainers and one coordinator, together they will provide a range of resources to help researchers to develop and articulate their skills and plan their continuing professional development. **Andreu Gual**, co-founder of Corkscrew Thinking and Nexgen Careers and **Holly Blondin**, adjunct professor at Parsons School of Design.

[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Scientific Project Management- Managing Projects with Impact, Excellence, And Efficacy



The course aims to offer a very broad and general vision of the Project Management framework, and the assimilation of concepts will be achieved combining theory and practice and with Collaborative learning through the preparation of practical cases in groups, always with a hands-on approach. Every participant will work in their own project and will leave the course with some work already done with it.

Dates: 24/4, 26/4, 2/5, 29/5 and 12/6. From 9:00 to 14:00. (in-person)

Target Group: Anybody with interest in knowing the basics of project management and apply them in their science projects, their career or their personal life. In this fourth edition, we will give priority to participants that are part of a technical office (KTT; HR, communication, admin), core facilities, admin roles, or other types of scientific staff. Predocs, postdocs and group leaders are also welcomed to register.

Training content:

Day 1

- Welcome, Introduction and calendar
- Project Management Fundamentals

Day 2:

- Project Management Toolkit: What is a project? Phases of a Project, Triple constraints, Project Planning, Team, RACI, Risk management, problem solving, lean-agile mindset

Day 3:

- Project Management Toolkit: Monitor and control, PDCA, continuous improvement, ecosystem, communication, urgent-important, reporting, closing, lessons learnt.

Day 4:

- Learning by doing: Each group or individual will choose one or multiple tools and apply them into their day-to-day work

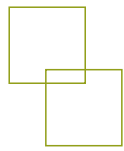
Day 5:

- Competition Day: Each group or individual will defend their projects in a elevator pitch competition in front of a jury

Trainer:

Iolanda Marchueta, Ph.D. in Organic Chemistry, Universidad de Barcelona, Program for Management Development Executive Education, PMD-ESADE Business School & Digital Business Executive Program, DIBEX – ISDI.

She has more than 20 years international experience in the Biopharma industry covering R&D, product launches and business models. More than 11 years leading cross-functional, cross-cultural, transversal, in person and remote teams.



[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Career development: Transition to Academia

Basic things to consider when transitioning to academia in Spain and Catalonia. These skills and mindsets will help you make the most of your new career.

Dates: 22nd of May, 15:00 – 17:00 (in-person)

Target group: Postdoctoral researchers

Training content:

- Overview of the Spanish and Catalan academic system
- Evaluation and accreditation agencies
- Examples of requirements in academic positions
- How and when to apply: the importance of being prepared at the right time.

Trainer:

Dr. Elena Martínez is Group Leader at the Biomimetic systems for cell engineering and Associate Professor at the UB.

[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Time management & Personal Effectiveness

The training course will equip the participants with tools and techniques to maximize personal effectiveness looking at areas such as how to organize their time in line with their personal, work/study commitments and deal with varying life/work pressures.

Dates: 19th and 20th of June, 9:00 – 18:00h (two in-person sessions)

Target group: All IBEC members

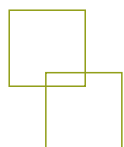
Training content:

At the end of the course you will be able to:

- Have a better understanding of productivity and how it applies to your work.
- Appreciate the importance of setting long-term and medium-term goals.
- Be able to distinguish between urgent & important tasks as a tool of prioritization.
- Find it easier to develop disciplined habits for scheduling work that ‘has no schedule’.
- Learn strategies for creating personalized effective to-do lists.
- Understand where & why you procrastinate and take steps to avoid it.
- Become more skilled in communicating more assertively.
- Be able to identify and deal with potential and real conflict.

Trainer:

Janice Haywood is a coach and trainer helping non-native speakers of English to improve their communication, presentation, and public speaking skills. She works with managers and directors from multinational companies who give business presentations in English.



[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Integrity in action for early researchers

The aim of the training workshop programme is to explore key principles of research integrity and good research practice.

Dates: 27th of June, 9:30 – 12:30 h (in person)

Target Group: Early career researchers (PhD Students, Master students. Postdocs)

Training content:

Theoretical introduction to Research Integrity (RI)

- What do we understand by RI and its importance
- Examples of misconduct, frequency, and consequences
- Types of misconduct (FFP and QRP), who can misconduct
- General guidelines for good conduct (international and other codes)

Practical introduction to RI

- Dilemma games or work in groups (motivations and frustrations in science, trust, the importance of context)
- Discussion about Open Science

Tools to help you maintain your RI

- Importance of Planning, Data Management and Record Keeping
- Conflicts of interest (potential role play)
- Other concepts: sharing of data, biases.

Trainer:

Maruxa Martínez-Campos, PhD in Biology and in charge of digital media and scientific affairs at PRBB. Coordinator of the Good Scientific Practices Group of the PRBB. Associate Professor at UPF.

[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Leadership in action



The main objective is to equip the target group with practical tools take on a leadership role in a sustainable manner, both for themselves and for their teams.

Participants will develop their self-leadership, feel more empowered and able to continue progressing in their scientific career, know and practice tools to exercise the leadership, develop their negotiating skills to reach their goals in an assertive manner and experiment with goal setting tools to better manage their careers.

Dates: 21st and 28th of May; 4th and 11th of June, 10:00 – 14:00h (Attendance to all sessions in full is mandatory if registered)

Target Group: Postdoctoral and Senior researchers.

Training content:

Leading Yourself

1. Expectations and objectives of the program
2. Working alliance
3. Brief introduction to Daniel Goleman's model of emotional intelligence
4. Time Management

Leading Others

1. Communication skills for leading and motivating a team (active listening, assertiveness, feedback dined and why it matters)
2. Mintzberg's managerial roles
3. The art of delegating well

Leading your career

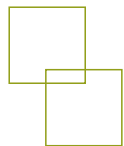
1. Conflict resolution strategies for maintaining a positive work environment.
2. Win-win Negotiation Style
3. Setting career goals and developing a long-term vision (SMART Goal definition)
4. Tips for successful networking: a scientific approach

Mental wellbeing for a sustainable career

1. Recognizing signs of stress and burnout
2. Two strategies for managing stress and maintaining mental health:
3. Promoting work-life balance for enhanced productivity
4. Cultivating resilience and coping mechanisms in a demanding academic area
5. Individual action plan

Trainer:

Alicia Marín Muniesa, Extensive experience in multinational companies in Human Resources and Marketing. Expert in training, group facilitation and coaching. She works since 2012 for several biomedical research centres supporting residents to develop their leadership and improve their communication skills. She has been designing and facilitating programs to empower women leaders in the fields of education, science, and business for more than 10 years.



[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

How to write a Competitive ERC Grant Proposal

The course, organized by IBEC's Projects Office, is targeting investigators that consider to apply for an ERC grant in the coming few years. The training objective of the course is to provide researchers with a good understanding of:

Dates: TBC (in-person)

Target group: Group Leaders, Senior Researchers and Post-doctoral researchers aiming to apply for an ERC Grant during the next 2 years.

Training content:

- The evaluation criteria and how to analyse them;
- How to write a competitive scientific proposal considering panel specifics and type of project; and
- What makes an excellent PI according to the reviewers of the different domains/ panels and type of ERC grants.

The information provided will enable you to develop an excellent conceptual research idea and scientific approach and to enhance the like-hood of funding.

At the last part of the session, two IBEC ERC grantees will share their experience with the preparation of their ERC proposals.

Trainers:

TBC

[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

Basic notions to understand and deal with Venture Capital companies

In this workshop, you will learn about Venture Capital fund structures and operations, enhancing your ability to present proposals effectively.

Dates: February 5th (in-person)

Target group: All IBEC members.

Training content:

Whether you are in the process of establishing a spin-off or plan to do so in the future, mastering the presentation of your proposal is crucial for securing financing from venture capital firms. Additionally, you'll delve into the art of negotiation, addressing the venture capital company's role in your venture and establishing a clear exit strategy for the investor.

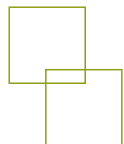
Elevate your understanding of these fundamental concepts to navigate the venture capital landscape successfully.

Trainer:

Daniel Oliver (Capital Cell) - founder and director of Capital Cell, Europe's first equity crowdfunding platform specialising in the Healthcare sector.

With a scientific background (a degree in Biology from the Universitat de Barcelona), Daniel has been working in the financial sector since 2013 when he launched Creontuproyecto.com, a now extinct equity CF platform best known for raising a record-breaking €3M for a digital newspaper (El Español). In 2015 he founded Capital Cell, an investment platform focused exclusively in Healthcare companies that has already become one of the most active Biotech investors in Spain.

Since 2022 Daniel is also a partner in Nara Capital, an early-stage Venture Capital specialising in biotechnology operating out of Barcelona.



[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

Introduction to patents and intellectual property protection

The objective of the course is to provide an overview to patents and intellectual property protection.

Dates: TBC

Target group: All IBEC members.

Training content:

1. Intellectual property and mechanisms of protection
2. Patenting
3. Necessary requisites for patentability
4. Inventors and applicants
5. Structure of a patent
6. Main free patent search tools
7. Internal IBEC process to protect an invention

Trainer:

To be defined

[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

How to reach the industry

The objective of the course How to reach the industry is to understand the different pathways to transfer innovations to the companies and to the market.

Dates: TBC

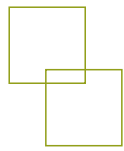
Target group: All IBEC members.

Training content:

- Different pathways and strategies to transfer research results and innovations to the companies.
- Characteristics and constraints of the innovation process in the companies.
- Overview different strategies

Trainer:

Asli Raman holds a PhD in chemistry and an MSc in Nanotechnology and Materials Science from Universitat Autònoma de Barcelona. Her research mainly focused on nanomaterials for biological applications. In addition to being involved in research, she delivered classes to undergraduate students across different disciplines and acted as a final degree project supervisor at Universitat Autònoma de Barcelona. She has over ten years of experience in both academia and the life sciences industry, leading projects in business development, healthcare consulting, communications, and marketing. She has worked on several different projects with a range of clients from big pharma to small start-ups or university spin-offs.



[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

The valorization plan

A valorisation plan designs the development process for a project to reach the market and the ways to obtain the necessary financial support.

Dates: TBC (In-classroom training)

Target group: All IBEC members.

Training content:

A valorization plan designs the development process for a project to reach the market and the ways to obtain the necessary financial support. We will see:

- Phases of the Valorization process
- Risk vs Value
- Valorization actions
- Innovation Maturity Level
- Funding the valorization of an R&D project in Biotech

Trainer:

Agostino Romeo. Innovation manager with 3 years' experience in valorization and tech transfer of R+D+I project in the Life Sciences area. He has an enterprise and scientific mindset, acquired respectively as Innovation & Tech Transfer Project Manager and as former Postdoctoral Research Scientist in the field of Bioelectronics and Point-of-Care diagnostics.

[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

Adhoc support, assistance and mentoring for the R2 projects or ideas of projects organised in small groups

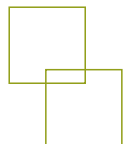
This programme has been established within the Training and Development Path for Postdoctoral Researchers - R2. Its aim is to provide tailored training for researchers who have a project and are more familiar with some of the previous training sessions organised in the Entrepreneurial & Tech Transfer section.

Dates: All year

Target group: All IBEC members

Trainer content:

It's an Ad hoc programme where topics related to Understanding and dealing with venture capital companies, Patents and intellectual property protection, how to engage with the industry, Developing a business case, Crafting a pitch, Valuation plan, and the development process of a medical device are explored in a more personalised manner or small groups.



[TRANSFERABLE SKILLS] [OPEN SCIENCE]

Workshop Open Science I: Open Publishing / Access

As the author of a research article or book, you can ensure that your research can be accessed and used by the widest possible audience. The workshop introduces Open Access to IBEC researchers.

Dates: 7th of March 2024, 9:30 – 12:30 (in-person)

Target group: All IBEC

The development of research activity entails adherence to a series of rules that seek to ensure the fair exploitation of publicly funded results, so that they can reach peers and the public and/or be reused for the benefit of science and society at large and as quickly as possible. The recent Covid-19 crisis provides a clear example of the power of data reuse. Open access (OA) refers to the free, immediate, online availability of research outputs such as journal articles or books, combined with the right to use these outputs fully in the digital environment. OA content is open to all, with no access fees.

Open Access benefits:

- Increased citation and usage
- Greater public engagement
- Wider collaboration
- Faster impact
- Compliance with open access mandates

Training content:

1. The Open Science framework
2. Open Access policies, funders current requirements
3. IBEC Open Access policy, procedures and tools
4. The scientific publication process
5. Finding open access journals and publications
6. Routes to Open Access for authors
7. Licensing: copyright and Creative Commons

Trainer:

Fidel Bellmunt, IBEC's Knowledge Manager at Strategy Unit. He has a degree in Documentation. He has worked in knowledge management centers and projects in health sciences, both in the private and public spheres. At IBEC he is mainly in charge of managing scientific production, publications and research data, both for internal exploitation and to achieve the objectives of open science.

[TRANSFERABLE SKILLS] [OPEN SCIENCE]

Workshop Open Science II: Research Data Management – General Overview

To learn the general issues and concepts related to Research Data Management (RDM), referred to the organization, storage and preservation of data created during a research project. It covers initial planning, day-to-day processes and long-term archiving and sharing.

Dates: 16th of May, 9:30 – 12:30 (in-person)

Target group: All IBEC

Training content:

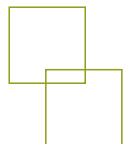
Research data have a long-term value for research and academia, with the potential for widespread use in society. To ensure this, research data should follow FAIR principles and be findable, accessible, interoperable and reusable.

Also, to know IBECs policies, procedures and tools related to RDM.

1. Definitions and the Research Data Life Cycle
2. Research Data Management policies, funders current requirements
3. The Data Management Plan (general view)
4. The FAIR principles
5. IBEC's Research Data Management Policy, procedures and tools
6. Choosing a data repository
7. Licenses and copyright

Trainer:

Fidel Bellmunt, IBEC's Knowledge Manager at Strategy Unit. He has a degree in Documentation. He has worked in knowledge management centers and projects in health sciences, both in the private and public spheres. At IBEC he is mainly in charge of managing scientific production, publications and research data, both for internal exploitation and to achieve the objectives of open science.



[TRANSFERABLE SKILLS] [OPEN SCIENCE]

Workshop Open Science III: Preparation of Data Management Plans

To practice the Data Management Plan (DMP) preparation. A DMP is a planification document related to research data, which is required as a deliverable in most of the current research projects by the funders.

Dates: 27th of May, 9:30 – 11:30 (in-person)

Target group: All IBEC

Training content:

Understanding and use of different templates and tools available to prepare DMPs following the FAIR principles.

1. DMP objectives and characteristics
2. DMP creation tools and templates
3. Practice preparing a DMP

Trainer:

Fidel Bellmunt, IBEC's Knowledge Manager at Strategy Unit. He has a degree in Documentation. He has worked in knowledge management centers and projects in health sciences, both in the private and public spheres. At IBEC he is mainly in charge of managing scientific production, publications and research data, both for internal exploitation and to achieve the objectives of open science.

[SCIENTIFIC TOOLS & TECHNIQUES]

Statistical Analysis applied to Research Data

The course will give an overview on important concepts and methods used to analyze biological data. The emphasis will be on the understanding of statistical concepts and their interpretation in a research framework. The final goal is to have a deep understanding of the meaning and interpretation of a test statistic and how to construct own statistic given data.

Dates: 27th, 29th of February, and 5th, 7th, 12th, 14th of March (In-person training)

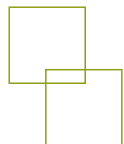
Target group: Master's students, PhD students and Postdocs

Training content:

1. Feb 27th: Introduction. Descriptive statistics. Sampling distribution. Confidence Intervals.
2. Feb 29th: Introduction to hypothesis testing. T-student test.
3. March 5th: Comparing means, one way-analysis of variance.
4. March 7th: Two-way ANOVA. Multiple comparison procedures.
5. March 12th: Correlation and regression. Partial correlation.
6. March 14th: Categorical Data. Introduction to Experimental Design and Effect size.

Trainer:

Hafid Laayouni is an associate researcher at Universitat Pompeu Fabra and the coordinator of the degree of Bioinformatics (Join degree between UPF, UPC and UB). He obtained a master degree in Genetics and a PhD in Biological Sciences from University Autònoma de Barcelona in 2000. He is author of more than 36 papers in indexed journals, two book chapters and mentor of 5 PhD theses. He is joined professor at the University Autònoma de Barcelona and visiting professor of the master's degree of Bioinformatics and Computational Biology of the Escuela Nacional de Sanidad (ISCIII, Madrid).



[SCIENTIFIC TOOLS & TECHNIQUES]

ImageJ Basic

The aim of the workshop is to achieve basic skills in the analysis and quantification of microscopy images using ImageJ. The course is interactive, and participants will have opportunities to carry out practical exercises.

Dates: 4th of April, 09:30–12:30 (In-person)

Target group: PhD students, Master students and post-docs.

Training content:

- Image and video modes and memory allocation
- Image tools:
- Understanding image properties
- Transformation (cropping, removing background, filters...)
- Quantification (intensity profiles, types of measurements)
- Video tools
- Opening image sequences
- Transformation (drift, slice selection, background, walking average...)
- Quantification (kymographs, tracking, montage...)
- Generating videos for publication.
- Plugins

Trainer:

Manuel Gómez González is a Senior postdoc at the Integrative Cell Tissue and Dynamics group, under the supervision of Prof. Xavier Trepats, at IBEC. Manuel's knowledge of ImageJ comes from his use for microscopy analysis and data processing, starting with his pre-doctoral research at the lab of Prof. Juan Carlos del Álamo, University of California, San Diego, and continuing now at IBEC.

[SCIENTIFIC TOOLS & TECHNIQUES]

Tips and tricks to achieve good results at the bench

Are you sure that you know the basics for performing an experiment?

Join the dynamic and practical workshop “Tips and tricks to achieve good results at the bench” and find it while playing and having fun. The objective of this workshop is to acquire the good practices necessary in a laboratory to ensure the highest quality of results.

Dates: 9th of April, 10:00 – 13:00, and 8th of October, 10:00 – 13:00 (in-person)

Target group: Newcomers’ student researchers that work at IBEC wet labs: Master Students and first year PhDs.

For 1st year PhDs working in wet lab this course is mandatory.

PhDs in their 2nd year who could not attend previous editions are welcome to participate.

Training content:

This workshop is focused on fundamental basic aspects of working in a Chemistry/ Biology laboratory: process of performing an experiment, from previous planning until the moment of leaving the bench.

- Introduction and overview to the Good Laboratory Practices.
- Highly interactive and practical daily lab situations with real equipment.
- Understand the basics of good laboratory practices
- Plan an experiment considering all the steps necessary to perform it
- Use several basic equipment: scale, centrifuge, pHmeter, biosafety cabinet/sterile technique, handling liquids
- Classify several types of hazardous waste

Trainer:

IBEC’s Core Facilities members.

Testimonial Workshops “Image J basic & advanced”



The workshop Image j basic was focused on learning basic Image J techniques. The take away was to know the possibilities it offers.

I would recommend the workshop to undergraduate students, Master students and PhD students who start to do research.

The workshop Image j advances was focused on automating ImageJ and write macros. The main take-away was that it is unavoidable to learn ImageJ macros, and it is better to do it before you actually need it.

Miquel Bosch, PhD Student
Integrative Cell and Tissue Dynamics group

You may contact the researchers that shared testimonials if you need more details.

[SCIENTIFIC TOOLS & TECHNIQUES]

Matlab I: Basic

The workshop aims to provide participants with an accessible and comprehensive introduction to Matlab.

Date: June 6th, 09:00 – 14:00 (in-person)

Target group: PhD students, postdocs and researchers (maximum 20 participants).

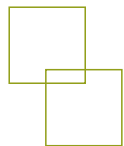
Training content:

The course is interactive, and participants will have opportunities to carry out practical exercises. IBEC provides MATLAB license for the course.

- Introduction to the MATLAB environment.
- Data types.
- Matrices and Operators.
- Scripts and Functions.
- Flow control.
- Basic plotting.
- Practical exercises.

Trainer:

Eduardo Caballero got a Biomedical Engineer degree from Tecnológico de Monterrey in Mexico, and a masters degree in Biomedical engineering in the University of Barcelona. Since November 2022 he has been working in IBEC in the Signal and Information Processing for Sensing Systems group, developing software to analyse Gas Chromatography coupled with Ion Mobility Spectrometry data from urine samples to detect colorectal cancer; since September 2023 he is also a substitute professor in the University of Barcelona in the Electronics and Biomedical Engineering department.



[SCIENTIFIC TOOLS & TECHNIQUES]

Matlab II: Medium

The workshop aims to provide participants with an accessible and comprehensive introduction to Matlab at a medium level.

Date: June 13th, 09:00 – 14:00 (in-person)

Target group: PhD students, postdocs and researchers (maximum 20 participants).

Training content:

The course is interactive, and participants will have opportunities to carry out practical exercises. IBEC provides MATLAB license for the course.

- Importing/Exporting data.
- Introduction to Statistics: descriptive statistics, linear regression.
- Introduction to Signal processing: smooth a noisy signal and find peaks.
- Introduction to Image Processing: correct non-uniform background and detect foreground objects.
- Advanced plotting.
- Practical exercises.

Trainer:

Eduardo Caballero got a Biomedical Engineer degree from Tecnológico de Monterrey in Mexico, and a masters degree in Biomedical engineering in the University of Barcelona. Since November 2022 he has been working in IBEC in the Signal and Information Processing for Sensing Systems group, developing software to analyse Gas Chromatography coupled with Ion Mobility Spectrometry data from urine samples to detect colorectal cancer; since September 2023 he is also a substitute professor in the University of Barcelona in the Electronics and Biomedical Engineering department.

[GENDER AND DIVERSITY]

Incorporating Gender Perspectives in research

Are you curious about the significance of integrating gender perspectives into research? Have you ever wondered about the benefits of doing so? Join us and participate in uncovering the transformative potential of incorporating gender perspectives in research.

“Gender dimension” means integrating sex and gender analysis into research. With a focus on bio-medical and bio-engineering fields this workshop will show how Sex and Gender Analysis is to be integrated into all phases of basic and applied research—from setting priorities to funding decisions, to establishing project objectives and methodologies, to data gathering, analyzing results, and evaluation.

Dates: 25th of April, 10:00-13:00h (online)

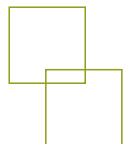
Target group: All IBEC members

Training content:

- Sex/gender as conditions of quality in science knowledge making
- Using research process as the frame, demonstrate sources and effects of gender bias in results and outcomes (e.g., hypothesis formation, literature search, data collection and analysis, theoretical considerations, reporting, application/innovation etc.)
- Demonstrate examples of research that has included methods of gender analysis (e.g., vaccines, biomarkers, cancer immunotherapy, etc.)
- Cell sex: why it matters
- Issues in commercial supply of cell lines, and biobanks
- Issues and opportunities for innovation: e.g. lab-on-a-chip, predictive biomarkers,
- Lessons from Horizon 2020 on integrating gender dimension in proposals and in evaluation

Trainer:

Dr. Elizabeth Pollitzer is founder and Director of Portia, an organization devoted to improving gender equality in STEM and promoting the inclusion of the gender dimension in STEM. She has 20 years' experience teaching and researching in the Departments of Computing and Management at Imperial College, University of London. Her original training was in Biophysics. She now applies this scientific background to her work as director of Portia. Portia was the coordinator of the genSET project, the Gender Summits were established as part of the genSET project.



[GENDER AND DIVERSITY]

LGBTQIA+ Diversity in Science, Technology, and Innovation

It's not about an exhaustive theoretical review, but about creating a space for exchange to foster empathy and raise awareness about the need to combat discrimination at the individual level. The workshop includes a guided debate during the main part of the session, with a final space for additional audience questions, always with an engaging and conciliatory approach.

Dates: 18th of June, 12:00-13:00h (in-person)

Target group: All IBEC members

Training content:

1. Basic concepts on affective-sexual and gender diversity (with a scientific perspective, but at a very accessible level).
2. Importance of diversity, with statistical data on LGBTQIA+ discrimination in Science, Technology and Innovation.
3. What can we do to improve diversity in STEM? Here, we discuss guidelines, actions and attitudes that we can embrace at an individual level to build environments that are more inclusive.
4. Examples of PRISMA activities, including examples of research projects with a gender and LGBTQ+ perspective.

Trainer:

Tiago Botelho, President of PRISMA and Monetizing biomedical science through technology transfer.

Doctor in Biotechnology from the University of Barcelona, Tiago is part of PRISMA to contribute to improving the situation of the diverse community and to help combat pseudoscientific arguments used against diversity. He serves as president, assisting in coordinating PRISMA's functions.

[HEALTH & SAFETY AND WELLBEING]

Fire extinguishing and emergency response (Practical Training)

Acquire knowledge about the characteristics of fire: conditions for its initiation, development, propagation, and inherent dangers. * Gain understanding of different extinguishing agents and their application to various types of fires, along with the proficiency required in using fire extinguishing means during the initial stages.* Offer practical insights so that in the event of a fire, individuals have sufficient judgment to assess the danger, identify the stage of the fire, understand the extinguishing capabilities of available resources, and take appropriate action to extinguish the fire rapidly and effectively.

Dates: 22nd of January (in-person)

Target group: All IBEC members

Training content:

THEORETICAL PROGRAM (1.5 hours)

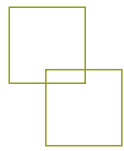
- Legislation and applicable regulations.
- Fire chemistry: fire triangle and fire tetrahedron.
- Fire extinguishing: fire classes, extinguishing mechanisms, and extinguishing agents.
- Preventive measures.
- Work procedures and safety recommendations.
- Situations and actions in case of emergency.

PRACTICAL PROGRAM (2.5 hours)

- Use and handling of extinguishers for different types and classes of fires
- Entry into a fire-affected area and assessment of fire progression.
- Use and handling of Standpipes (BIEs) for different types and classes of fires.
- Orientation in conditions of low or no visibility.
- Procedures for evacuation in case of emergency

Trainer:

PREVING CONSULTORES



[HEALTH & SAFETY AND WELLBEING]

First Aid in the workplace

Practical and very dynamic workshop focused on understanding first aid procedures, as well as basic resuscitation maneuvers

Dates: 22nd of February (in-person)

Target group: All IBEC members

Training content:

Theoretical Part

- Principles of first aid.
- First aid.
- Actions in different situations: choking, fainting, heatstroke, coma, epilepsy, insect bites, hemorrhages, wounds, poisonings, burns, cold injuries, ear, nose, and throat emergencies, ophthalmic emergencies, fractures, sprains, and dislocations, bandaging, chemical exposure, biological exposure, radiation exposure (UV lamp, laser).
- Transportation of the injured.
- First aid kit.

Practical Part:

- Recovery position.
- Cardiopulmonary resuscitation.
- CPR practice

Trainer:

Grupo Preving

[HEALTH & SAFETY AND WELLBEING]

Healthy habits: Feed your mind and the importance of a healthy breakfast

Do you know your food choice could make change your attention or decisions at work?

Join this session to learn how you can improve your diet to be healthier and become more productive.

Dates: 13th of March, 13:00-14:00 (online)

Target group: All IBEC members

Objective:

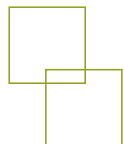
- Promoting and understanding the foundations of healthy eating.
- Showcasing interesting facts about nutrition that encourage good habits.
- Sparking interest in healthy eating and cooking.
- Providing tools, ideas, and strategies for healthy eating.

Training content:

- Nutrition for the brain.
- How to be more productive in your workday, have more energy, and be more alert.
- Healthy breakfasts.
- Healthy morning snacks.
- Effects of sugar and caffeine.

Trainer:

Núria Fernández, nutritionist expert in Health programs for companies. She is an expert on Health & Safety from the Preving Group (<https://www.preving.com/>)



[HEALTH & SAFETY AND WELLBEING]

Burn-out

Researchers are under a lot of pressure to produce high-quality research, while juggling grant writing, service and more, and competing with peers in their respective fields worldwide. Admin and other scientific staff are in the same situation when supporting the researchers.

Dates: 31st May, 9:30 – 12:30h (in-person)

Target group: All IBEC members

Venue: Recinte la Maternitat, room TBC

Training content:

As organizations scramble to respond to the stress, burnout, and mental health crises, that was even exacerbated by the Covid-19 pandemic. Some easy solutions were wellness programs focused on supporting self-care — gym memberships, meditation apps, or even paid time off. However, there is also an increasing concern that the emphasis on self-care may transfer full responsibility to the individual, and undermine, rather than support, employee wellness.

The objective of this proposal is to deliver a workshop to researchers and staff personnel who oversee teams, addressing the prevention, detection, and management of burnout. This training is expected to have a positive impact and make a difference on their team members. In this workshop we will address the most common causes of stress and burn-out, and learn how to detect it in the people working with you. Also, you will acquire tips to manage that people, but also to manage your own stress and burn-out.

Trainer:

Míriam Bayés. MD PhD ACC HSDP is a consultant, mentor, and expert coach in leadership within the science and health sectors. She assists professionals in healthcare, academia, and science in effectively and transformationally leading their teams, thereby increasing motivation and enhancing productivity at the individual, team, and institutional levels.

[HEALTH & SAFETY AND WELLBEING]

Impostor syndrome



Impostor Syndrome is a prevalent and debilitating phenomenon among researchers. PhD students, Postdocs, and even Heads of research departments often grapple with persistent feelings of inadequacy and fear of being exposed as frauds. Despite significant achievements, individuals affected by Impostor Syndrome attribute their success to luck or external factors rather than their own competence and effort.

Dates: 3rd of May, 9:30 – 14:00h (in-person)

Venue: Recinte la Maternitat, room TBC

Target group: All IBEC members

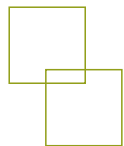
Training content:

Addressing Impostor Syndrome requires a multifaceted approach, including fostering a supportive academic culture, providing mentorship, and promoting mental health awareness. Workshops and training sessions can play a crucial role in helping researchers recognize and overcome these feelings, ultimately empowering them to acknowledge their skills and contributions authentically. Developing resilience and self-confidence is essential for creating a healthier and more productive research community.

In this workshop, you will understand what the impostor syndrome is, become aware of how you experience it, and find out how it may be impacting your career.

Trainer:

Míriam Bayés. MD PhD ACC HSDP is a consultant, mentor, and expert coach in leadership within the science and health sectors. She assists professionals in healthcare, academia, and science in effectively and transformationally leading their teams, thereby increasing motivation and enhancing productivity at the individual, team, and institutional levels.



[LANGUAGES]

Spanish classes (beginner)

Non-Spanish speakers at IBEC will have the possibility to attend Spanish classes during one trimester.

Dates: From March to June. (Wednesday from 17:30 – 19:00). Please keep in mind that a minimum attendance of 75% is required, so check your schedule before registering.

Methodology: Online class session: 18 Hours, 1,5 hour per week

Target group: The course is aimed at non-Spanish speakers with no knowledge of Spanish language. Minimum 7 participants. Maximum 10 participants.

The course is open for IBEC community, however members with an IBEC employment contract will receive priority if the course reaches full capacity.

Training content:

- In the first session, an analysis of needs will be carried out with all the participants in the group.
- At the end of the trimester there will be an evaluation test based on the content of the classes, as well as a performance review with each participant to check if he/she has achieved the objectives.
- By not following a book, the teachers can make the class subjects more flexible to adapt to the objectives and needs of the students in the class.
- The course will follow the integrated methodology of oral expression, written expression and grammar.

Trainer:

Experienced native speaker teachers from the language school Oxford House.

[LANGUAGES]

English classes (Upper-Intermediate)

English course designed for individuals with an intermediate level (B2) proficiency in English. Upon enrollment, participants will undergo a level assessment to accurately determine their proficiency. Based on the assessment results, we will form one group consisting of a maximum of 10 individuals for these English classes.

Dates: From March to June. (Wednesdays, 17:30 – 19:00). Please keep in mind that a minimum attendance of 75% is required, so check your schedule before registering.

Methodology: Online class session: 18 Hours, 1,5 hour per week

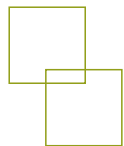
Target group: The course is aimed for individuals with an intermediate level (B2). Maximum 10 participants. The course is open for IBEC community, however members with an IBEC employment contract will receive priority if the course reaches full capacity.

Training content:

- In the first session, an analysis of needs will be carried out with all the participants in the group.
- At the end of the trimester there will be an evaluation test based on the content of the classes, as well as a performance review with each participant to check if he/she has achieved the objectives.
- The teachers can make the class subjects more flexible to adapt to the objectives and needs of the students in the class.
- The course will follow the integrated methodology of oral expression, written expression, and grammar.

Trainer:

Experienced native speaker teachers from the language school Oxford House.



[LANGUAGES]

Catalan classes (beginner)

Non-Catalan speakers at IBEC will have the possibility to attend Catalan classes during one trimester.

Dates: From March to June. (Wednesday from 17:00 – 18:30). Please keep in mind that a minimum attendance of 75% is required, so check your schedule before registering.

Methodology: Online class session: 18 Hours, 1.5 hour per week

Target group: The course is aimed at non-Catalan speakers with no knowledge of Catalan language. Maximum 6 participants.

The course is open for IBEC community, however members with an IBEC employment contract will receive priority if the course reaches full capacity.

Training content:

Catalan classes are taught by native teachers with specific training in teaching language to non-Catalan speakers, and with extensive experience. The teacher and the department of studies will design the course content and prepare the materials suitable for the classes, after analysis of need.

- Introduction to Catalan
- The teachers can make the class subjects more flexible to adapt to the objectives and needs of the students in the class.
- The course will follow the integrated methodology of oral expression, written expression and grammar.

BCN Languages provides you with additional material, such as books and movies in Catalan, internet connection at the school, and access to the virtual campus.

Trainer:

Experienced native speaker teachers from the language school BCN Languages.

[LANGUAGES]

Catalan (all levels)

There are 3 official course formats available, depending on your learning preferences.

- **Classroom Training:** If you prefer classroom training, you should contact the Consorci per a la Normalització Lingüística (CPNL). They offer courses for all levels of Catalan, both intensive and long-term. It is necessary to do an initial evaluation of your level. You can find training centers in all neighborhoods of Barcelona: <https://www.cpnl.cat/cursos-catala/>
- **Online Training:** If you prefer to study online, the best option is the official platform PARLACAT. They offer courses in learning groups and also free recourses, if you prefer to learn at your own rhythm: https://www.parla.cat/pres_catalaenlinia/AppPHP/login/index.php?lang=en
- **Language mentors:** If you prefer to learn Catalan with a local, we recommend the organization Voluntariat per la Llengua (volunteers for Catalan). Local people meet with you for conversations. It's an excellent way to improve your conversation skills. The organization offers many additional recourses, like cultural activities and an online platform: <https://www.vxl.cat/>

Tandem programme

If you want to practice a language and are willing to offer conversation in your mother tongue(s), join our language-tandem program.

Dates: All year.

Target group: All IBEC members

Content:

The program consists of an informal language exchange between IBEC members. IBEC's HR will gather information on all interested IBEC members and find as many learning couples as possible. It's up to the couples if they prefer to meet in-person (e.g. over lunch) or to meet virtually.



Institute for Bioengineering of Catalonia