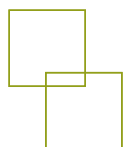




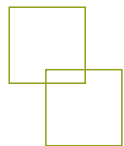
TRAINING
catalogue 2024
SECOND SEMESTER



CONTENT

Introduction: Training for change	4
Categories of training activities	5
Registration instructions	6
Non-violent communication to de-escalate conflicts at work	10
Becoming a Scientific Writer: Focusing on the 'why' and the 'how'	11
Bringing science to school	13
Group coaching: communication and collaboration in research groups	14
Coaching for Group Leaders and Heads of Unit	15
Project Management- Managing Projects with Impact, Excellence, And Efficacy	16
Liderazgo y Comunicación para Coordinadores	17
Leading for success in science	18
Microsoft Office y herramientas colaborativas	19
From science to business	20
The development process of a medical device	21
How to elaborate a business case	22
How to elaborate a pitch	23
How to reach the industry	24
Workshop Open Science IV: Citizen Science	25
Python (Basic)	26
Python (Advanced)	27
ImageJ Advanced	28
Harassment Prevention and Respectful Workplaces	30
Bystander Intervention in the Workplace	31

Ergonomics campaign. Relaxing back	32
How to work with biological agents and samples	33
Estrategias de comunicación efectiva – (mental health first aid training	34
Meditation (Mindfulness)	35
Spanish classes (beginner)	37
English classes (Upper-Intermediate)	38
Catalan classes (beginner)	39
Catalan (all levels)	40
Tandem programme	40



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 (CEX2023-001282-S funded by MICIU/AEI /10.13039/501100011033).

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 ■

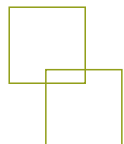
- LGBTQIA + Diversity in Science, Technology, and Innovation, Incorporating Gender Perspectives in research

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

The registration system will be available at our IBECNET.

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 March to July, for the courses within this period.
- From September 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@ibeccbarcelona.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.

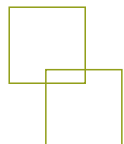
IBEC training courses will be held virtually or in-classroom, depending on the course content.

Parc Científic de Barcelona (PCB):

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

Campus Diagonal – Besòs UPC:

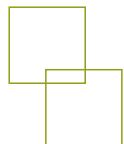
Edifici C
Av. d'Eduard Maristany 16
08019 Barcelona



TITLE	DATES	AIMED AT	BY
COMMUNICATION [TRANSFERABLE SKILLS]			
Non-violent communication to de-escalate conflicts at work (online)	Sept - Dec	All IBEC	IBEC
Becoming a Scientific Writer: Focusing on “why” and on “how”	November 6th and 7th	PhD students and Postdocs	IBEC
Bringing science to school	November 26th	PhD students	IBEC
LEADERSHIP & MANAGEMENT SKILLS [TRANSFERABLE SKILLS]			
Group coaching:	All year	All IBEC research group	IBEC
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
Project Management	September 18th, 20th, 26th, October 25th and November 22nd	Staff and Researchers	BIST
Liderazgo y Comunicación para Coordinadores	October 7th and 15th	Coordinators from management	IBEC
Microsoft Office y herramientas colaborativas	October 17th	Staff and Researchers	IBEC
ENTREPRENEURIAL SKILLS AND TECH TRANSFER [TRANSFERABLE SKILLS]			
From science to business	From October 7th to October 25th	Senior and postdoctoral researchers	BIST
The development process of a medical device	October or November (TBC)	All IBEC	IBEC
How to elaborate a business case	November	All IBEC	IBEC
How to elaborate and present a pitch	October 31st	All IBEC	IBEC
How to reach the industry	December 10th	All IBEC	IBEC
OPEN SCIENCE [TRANSFERABLE SKILLS]			
Citizen Science	November 12th	All IBEC	IBEC

SCIENTIFIC TOOLS & TECHNIQUES			
Python Basic	September 12th, 17th and 19th	Master's students, PhD students and Postdocs	IBEC
Python Advanced	September 26th; October 1st and 8th	Master's students, PhD students and Postdocs	IBEC
ImageJ Advanced	December 5th	Master students, PhD students and Postdocs	IBEC
GENDER & DIVERSITY			
Harassment Prevention and Respectful Workplaces	2nd semester	All IBEC	IBEC
Bystander Intervention in the Workplace	November or December	All IBEC	IBEC
HEALTH & SAFETY AND WELLBEING			
Ergonomics campaign. Relaxing back	October 2nd	All IBEC	IBEC
How to work safely with biological agents and biological samples	October 10th	All IBEC	IBEC
Estrategias de comunicación efectiva – (mental health first aid training)	October 24th	Support services staff	IBEC
Meditation (Mindfulness)	November 21st and 22nd	All IBEC	IBEC
LANGUAGES			
Spanish for beginners (online group)	Sept to Dec	All IBEC members with an IBEC-labour contract	IBEC
Catalan for beginners (online group)	Sept to Dec	All IBEC members with an IBEC-labour contract	IBEC
Catalan	All year	All IBEC	Consorci Normalització Lingüística
Online Group English Classes	Sept to Dec	All IBEC members with an IBEC-labour contract	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]

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] [COMMUNICATION]

Becoming a Scientific Writer: Focusing on the ‘why’ and the ‘how’

Becoming a Scientific Writer – Focusing on the “why” and the “how” is a workshop that provides a holistic overview of the most important skills you will need to become an efficient and effective scientific writer.

Dates: 6th and 7th of November, 9:00 – 17:00h (In person)

Target group: PhD students (as of 2nd year) and post-docs

Training content:

The aim of this workshop will be to help publishing scientists develop a more impartial, analytical view of their own writing behaviour and of their readers’ perception of the finished product (the why). And at the same time, it will be an opportunity to improve their writing skills through awareness of the elements of clear writing: focusing on the language (the how), participants will learn linguistic tools to transmit scientific messages.

This training workshop is highly interactive with extensive elements of partner work, exercises and group discussion, and a special emphasis on sharing and learning from participants’ own expertise and experience. To increase applicability, we work with real-life cases from the participants.

Trainer:

Dr. Gavin Lucas, director of The Paper Mill, is a scientist with 15 years of experience as a biomedical researcher, and 11 years of experience as an academic author’s editor, consultant and trainer. In addition to his own solid track-record as a publishing scientist on national, European and international research projects, as an academic author’s editor and consultant, he has helped plan, critique, and polish over 250 original scientific articles for dozens of institutes in diverse fields, as well as numerous FP7 and H2020 proposals. He also has extensive experience as a trainer in scientific writing and other topics and provides consultancy on scientific productivity at academic institutes and agencies.

TESTIMONIALS WORKSHOPS “FOCUSING ON THE ‘WHY’ AND THE ‘HOW’”

Comments of 2023 edition:

- You can learn tools for scientific editing.
- It covers aspects that are typically ignored during formation of researchers
- Enhance the ability of scientific writing
- Practical approach and applied to our real day-to-day pieces of writing

“ **The focus of these two workshops was to learn basic tools to improve your scientific writing on a paper basis. One workshop was more structure focused and the other more on a pleasant/Clear writing per se.**

I would it recommend to everyone interested in improving their writing skills in general, since this workshop gives so much a different and practical view.

Celia Ximenes, PhD student at Biomaterials for regenerative therapies group

“ **The goal of this workshop was to develop an analytical process-oriented view of scientific writing, introducing tools that will increase writing productivity and efficiency, also considering why? as well as How? of a scientific writing. In this workshop go through different stages of scientific writing, different parts of a paper and learn specific tasks for each part to improve writing ability.**

I would it recommend to PhD students as well as other early-stage researchers that they aren't familiar with writing scientific papers.

Melika Parchehbaf Kashani PhD student

“ **The workshop was about how to start writing your paper after the data you have received answered your research question. Workshop help you to develop a clear strategy and a plan for paper writing.**

Its focus is on how to build the sentences and paragraphs of your paper in a way that at the end you have a clear and coherent story.. I would it recommend to PhD students.

Galyna Malieieva, postdoctoral researcher, Nanoprobes and Nanoswitches

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

[TRANSFERABLE SKILLS] [COMMUNICATION]

Bringing science to school

The aim of this course is to involve the PhD students in an outreach activity and helping them to transmit science to non-experts. The workshop includes delivering a science presentation at a primary school as well as a feedback session afterwards

Language: This course will be held in Spanish (ESP)

Dates: 26th of November

Target group: PhD students

Training content:

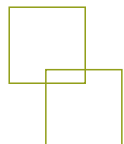
- Presentation of the course and introduction to outreach activities (all PhD students)
- Personalized mentoring from education experts to guide the participants in the educational material preparation
- Using the learning materials developed at IBEC you will learn how to prepare educational materials to bring science closer to society.
- You will learn how to adapt these materials to your language/educational portfolio and will experience in their primary school how to put them in practise with young students.
- You will have at all the process the support of IBEC's expert on outreach and education
- Practical experience: you will prepare and deliver a presentation at a primary school of your choice
- Post-activity session and experience sharing

Trainers:

Pilar Jiménez, Head of Communications and Public Relations. She has a degree in Business Administration, a master's degree in communication and a Postgraduate Degree in Scientific Communication. She has more than 15 years of experience in planning and coordinating scientific events and has been the coordinator of the IBEC science education program for 10 years.

She has extensive experience in corporate communication and has been collaborating in the IBEC's fundraising program. She is currently a lecturer in the Postgraduate Course in Scientific Communication at the University of Vic.

Cristina Arimany, IBEC Strategic Initiatives Project Manager. Cristina has a Bachelor in Pharmacy and Biochemistry, and a PhD on Biomedicine. After a postdoc and some time in the scientific publishing industry she joined IBEC's strategic initiatives department in 2019. She manages among other the EIT Health educational projects and campus activities. In the framework of the Spanish Platform of Nanomedicine she has work on the development of educational materials for primary school students. She has also participated as a lecturer in some of the activities that IBEC organizes.



[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 2023 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 coachee can carry out actions and assimilate the changes.

Dates: All year

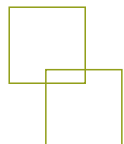
Target group: Group Leaders, with priority for those involved in the group coaching (see above mentioned course).

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: E

Iena 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]

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

bist

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: 18/09, 20/09, 26/09, 25/10, 22/11. 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]

Liderazgo y Comunicación para Coordinadores

To address the leadership and communication needs of the coordinators, the two workshops will focus on the following objectives:

- Distinguish and define the two pillars of power and leadership
- Recognise capabilities and limitations for humble self-confidence
- Identify the communicative profile and possible adaptations according to the interlocutor
- Train in styles of communicative influence

Language: This training for coordinators will be held in Spanish (ES).

Dates: 7th and 15th of October, 9:00 to 13:00 h (in-person).

Duration: 8 hours.

Target group: Coordinators of management (10 attendees max).

Training content:

Leadership

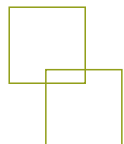
- The Two Dimensions of Power: Functional Power and Personal Power
- The Box and the Content: Function and Capacity
- Uses of Power and Consequences: Abuse, Assume, Evade

Communication

- MBTI Profile and Adaptations
- Styles We Use “to Convince” (A. Grant)
- Styles of Influence

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



[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

Leading for success in science

The aim of this workshop is to influence and support both the present scientific work and future careers of participating group leaders. The main focus will be to address the human aspects of doing science. The course will provide a nurturing frame for practical training, as well as for scientific exchange and networking

This 3-day workshop is held at a venue in Barcelona, away from the attendees' work institutions. Although not residential, the intention is to create a retreat atmosphere and participants should ensure their diaries are clear for all 3 days.

Dates: 28th to 30th of October, 9:00 to 18:00 h (in-person).

Target group: Group leaders

Training content:

Leadership skills, which are essential for today's challenges in scientific work, can be acquired and developed.

During this course, participants will:

- Improve their communication, collaboration and leadership skills
- Understand how to reach career goals more efficiently and effectively
- Learn how to enable and empower others to do good science
- Improve their (self-) organisational skills
- Exchange their experiences as leaders in science
- Learn how to better lead individual and group processes
- Be encouraged to establish and maintain a peer support group

Trainer:

HFP Consulting is a company that provides leadership and other professional development training exclusively to scientists. They have developed and established professional development workshops for scientist working at leading institutions in Europe, Middle East, USA, Africa and Japan.

Comments of previous edition:

"Enlightening. Definitely learned a lot about myself, my own personal management, as my current leadership skills. I would highly recommend to other professionals, even if they have already done a different management and leadership training" Group leader.

[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

Microsoft Office y herramientas colaborativas

The aim of this course is to examine the most important aspects of Microsoft Teams and understand why this tool is considered the central communication hub of Microsoft 365. In other words, the purpose is to comprehend the direct integration with the various applications in the suite and how this can facilitate our daily work and enhance the efficiency of our tasks.

We will explore the strong relationship between Teams and SharePoint, and understand how the concepts of libraries, lists, and sites impact collaborative work and our environment of teams and channels. Additionally, we will delve into the various integrations with other tools. For example, how we can link a Teams meeting to a OneNote note to leave relevant notes. Also, how to properly link and track tasks through Teams, To Do, and Outlook.

Language: This edition will be held in Spanish (ES)

Dates: 17th of October, 10:00 to 13:00 h (online).

Target group: All IBEC, especially staff and researchers.

Training content:

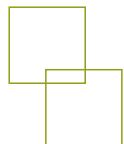
Guidelines for users to discover the potential of Microsoft 365 and make the most of these tools.

- Teams: The workspace of Microsoft 365, entirely based on instant communication. An ideal working method for teamwork.
- SharePoint: An intranet with a document repository, a virtual place to post and share all kinds of files and data within the company, controlled with user permissions.
- OneDrive: Stores and backs up all your computer files in a private cloud.
- Outlook: Manages your email with folders and automated rules, and creates appointments and meetings with your contacts.

Best practices for integrating with other tools like To Do, Planner, OneNote, etc.

Trainer:

TBC



[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

From science to business

bist

A hands-on workshop with 5 one-day on-site sessions on entrepreneurship in research, delivered in collaboration with ESADE Business School during a 3-week period.

Dates: 7/10/24, 15:30-18.30 | 8,9,24/10/24, 9:00-18:00 | 25/10/24, 9:00-13:30 (in-person)

Target group: Senior and postdoctoral researchers, staff and graduating doctoral students. The participants will be selected by Tech Transfer Unit.

All participants might need to present a project, but only a few of those projects will be selected to move forward during the course. The KTT teams from the BIST centres, together with ESADE representatives, will chose five projects to work with. Due to the nature of this course, all participants will need to contact the KTT representative of their BIST centre before registering to the course.

Training content:

- Get acquainted with the business world and learn how companies create value for society and for themselves: providing more, better and healthier food, a cleaner, healthier and safer environment, and a better quality of life and wealth.
- Understand the framework within which companies work and how they create value in a competitive environment.
- Get a hands-on approach to the new venture creation process in the workshop session, and the role that science/technology plays in it.
- See that new venture creation needs scientists and engineers, and that entrepreneurship can be an attractive career path.

Trainer:

ESADE

[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

The development process of a medical device

The objective of the course is to acquire the knowledge of the process from the medical need identification to the authorization of commercialization for a new medical device.

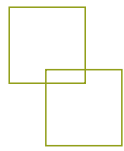
Dates: October or November (online)

Target group: All IBEC members.

Training content:

In the course we will enter into the details on how to identify and select of a medical need, and how to design and establish the technical specifications of the product to be developed. We will learn how to identify the Gold Standard for the comparison of the new product. We will understand the analytical and clinical validation studies and the process to obtain the CE mark.

Trainers: Claire Murphy, Associate Consultant at Tecno-med and
Xavier Canals Riera - Director Tecno-med Ingenieros.



[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

How to elaborate a business case

The business case is a key piece of information to convince the financial agents to invest money in your company.

Dates: November - (online)

Target group: All IBEC members.

Training content:

The attendants will learn how to elaborate a business case that properly describes the financial needs of the company for the purpose to develop the project to the market, also identifying the estimated sources to obtain that financial support and the estimated financial income for the commercialization of the developed project.

Trainer: to be defined.

[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

How to elaborate a pitch

To objective of the course is to develop a practical understanding of effectively formulating a pitch and to grasp the preceding steps required for creating an impactful presentation.

Dates: 31th of October - (in person)

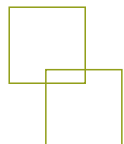
Target group: All IBEC members.

Training content:

A pitch is a short presentation (1-5 min) showing how your product is better than the solution used today for a relevant medical need. The pitch together with the business plan are the two tools you must convince investors to invest in the development of your idea.

Trainer:

Marta Príncipe, CEO & Co-Founder from BHV partners.



[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: 10th of December, 10:00 to 11:30 (in-person)

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] [OPEN SCIENCE]

Workshop Open Science IV: Citizen Science

Upon completion of this workshop, participants will be able to understand the foundations of social participation in science, its developmental context and current landscape, identify the various phases of citizen science research, recognize inspirational examples, and pinpoint key aspects for developing a citizen science project.

Dates: 12th of November, 10:00 – 13:00h (In person)

Target group: All IBEC (maximum 25 participants)

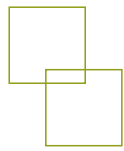
Training content:

1. Social participation in Science overview
2. Applying concepts of Citizen Science: Creating CS proposals
3. Applying concepts of Citizen Science: Reshaping CS proposals
4. Wrap up and final discussion

Trainers:

Carolina Llorente Lope, PhD. Is Coordinator of the Science, Communication, and Society Studies Center at Universitat Pompeu Fabra (SCS-UPF), serves as the Academic Coordinator of the Master in Scientific, Medical, and Environmental Communication at the UPF-Barcelona School of Management. In addition to her role as an associate professor at the university, she boasts a wealth of experience in delivering tailored courses to companies and research centers since 2017. Her research interests encompass a wide spectrum, including social participation in science, public perception of science, and responsible research and innovation. In 2020, she successfully defended her doctoral thesis titled “Analysis of citizen participation in science: perceptions of the different actors involved.” Since 2018 he has been part of the research team of 5 European projects related with citizen participation in science.

Gema Revuelta de la Poza, PhD. She directs the Science, Communication, and Society Studies Centre (CCS-UPF) and the Master’s Degree in Scientific, Medical, and Environmental Communication at UPF - Barcelona School of Management. Is an Associate Professor in the Department of Medicine and Life Sciences at Universitat Pompeu Fabra (UPF), where she has been teaching science communication since 1998. She holds a degree in medicine and surgery and a master’s in scientific communication. Her research focuses on the social perception of science, science and health communication, journalism, and Responsible Research and Innovation (RRI). Her work has been published in journals like Nature Biotechnology, Science Communication, JAMA, JCOM, Nanoethics, Medicina Clinica, and Gaceta Sanitaria.



[SCIENTIFIC TOOLS & TECHNIQUES]

Python (Basic)

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

Dates: 12th, 17th, 19th of September, 09:30–12:30 (In-person training)

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

Training content:

- Introduction to Python.
- The Python interpreter.
- Python programming environment:
- Python distributions and module install:
- Python language syntax.
- Libraries.
- Introduction to Python's scientific libraries:
- Working with “.csv” files.
- Introduction to parallel computing.

Trainer:

Manuel Gómez González is a Senior postdoc at the Integrative Cell Tissue and Dynamics group, under the supervision of Prof. Xavier Trepac, 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]

Python (Advanced)

The workshop aims to provide participants with an accessible and comprehensive introduction to Python at an advanced level.

Dates: 26th of September; 1st and 8th of October, 09:30–12:30 (In-person training)

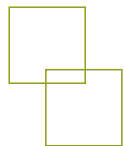
Target group: PhD students, Master students and post-docs.

Training content:

- Day 1: Data Analysis and Statistics
- Day 2: Creating publication-quality figures with Python
- Day 3: Introduction to image processing using Python

Trainer:

Manuel Gómez González is a Senior postdoc at the Integrative Cell Tissue and Dynamics group, under the supervision of Prof. Xavier Trepát, 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]

ImageJ Advanced

The aim of the workshop is to achieve advanced 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: 5th of December, 09:00 – 14:00 (in-classroom)

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

Training content:

- ImageJ Macro language
- ImageJ Macro creation and recording
- Application of ImageJ Macros to problems such as:
- Object counting
- Cell Tracking
- Segmentation
- Batch processing
- Other quantifications

Trainer:

Manuel Gómez González is a postdoc at the Integrative Cell Tissue and Dynamics group, under the supervision of Prof. Xavier Trepatal, 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.

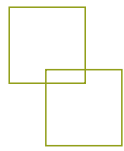
TESTIMONIALS WORKSHOPS “IMAGEJ BASIC & ADVANCED”

“ **The focus of these two workshops was to learn basic Image J techniques. The take away was to know the possibilities it offers.**

I would it recommend to Undergraduate students, Master students and PhD students who start to do research To automatize 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

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



[GENDER A DIVERSITY]

Harassment Prevention and Respectful Workplaces

This course aims to educate employees on recognizing, preventing, and addressing workplace harassment to foster a safe and respectful working environment.

Dates: At your own pace as of November.

Format: Online course

Language: Spanish or English

Duration: up to three months

Target group: All IBEC

Training content:

- Introduction to Workplace Harassment
- Recognizing Harassment
- Legal Framework and Policies
- Preventing and Responding Harassment

Trainer:

TBC

[GENDER A DIVERSITY]

Bystander Intervention in the Workplace

When harassment happens at work, people are almost always around and if they aren't around, they can be quickly summoned to show up.

Our goal is to reduce instances of workplace harassment by giving employees the tools they need to disrupt those perpetrating the harassment.

Dates: November - December (online course)

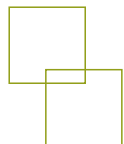
Target group: All IBEC

Training content:

- Introduction to Bystander Intervention
- Understanding Workplace Harassment
- The Role of a Bystander
- The 5Ds Methodology
- Practical application

Trainer:

Right to be



[HEALTH & SAFETY AND WELLBEING]

Ergonomics campaign. Relaxing back

Back pain is number one in the ranking of work-related stresses and injuries. Most of them are a consequence of inappropriate posture.

In this workshop we become aware of how we adjust ourselves when we work. We look for resources, guidelines, tools and easy and simple tips to acquire good posture and relax the back, especially shoulders and neck.

Dates: October 2nd, 13:00h – 14:00h (online)

Target group: All IBEC members

Training content:

We do it by practicing Office Yoga, from your workplace (whether teleworking or in-person), just as you work every day. The idea is to get as close to your real situation as possible. The practice is standing or sitting. We will use the resources you have, table and chair. We won't need a large space. The important thing adapting it to you, not viceversa.

At the end of the session, we will have 10 minutes to comment and ask questions.

Trainer:

Vitaly

[HEALTH & SAFETY AND WELLBEING]

How to work with biological agents and samples

IBEC must declare to the authorities the use of biological agents and genetically modified organisms in its installations. For that reason, biological risk assessments have been performed in all IBEC laboratories. After these evaluations, it is of interest to offer a training in Biosafety to strengthen the safe work with biological agents and biological samples

Dates: October 10th, 11:30 – 13:00 (in person and online)

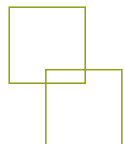
Target group: All IBEC members

Training content:

- What is the biological risk?
- Biologic agent classification in risk groups and biosafety levels
- Good laboratory practices
- Transport of agents and samples, inside and outside the PCB
- Waste management

Trainer:

Miriam Funes holds a Bachelor of Biology, a Master of Molecular Biotechnology in 2009 and Biosafety specialization in 2019. Since 2004 she has been holding the position of laboratory technician for IBEC's Nano-bioengineering Group, overseeing laboratory management, training in biological techniques, the culture room and participation in research projects. She is responsible for Biosecurity at IBEC.



[HEALTH & SAFETY AND WELLBEING]

Estrategias de comunicación efectiva – (mental health first aid training)

bist

This course is designed to provide you with practical tools and effective strategies that will enable you to carry out successful interventions in the situations mentioned, without the need to delve into the management or resolution of deep-seated conflicts. We understand that, in many cases, there are specialised professionals who will take over the management of these conflicts, but a proper initial intervention can make a significant difference in the development of the situation.

Dates: October 24th, 10:99 – 15:00 h (in-person)

Target group: All IBEC members

Training content:

1. Introduction
2. Strategies for Handling Complaints and Demands: Effective Communication
3. Problem Solving and Conflict Management
4. Self-Care and Post-Intervention Recovery
5. Practical Application and Case Studies

Trainers:

Mia Torrente and Romina Bassignani, Psychologist and Coach for Personal and Professional Well-being

[HEALTH & SAFETY AND WELLBEING]

Meditation (Mindfulness)

IBEC must declare to the authorities the use of biological agents and genetically modified organisms in its installations. For that reason, biological risk assessments have been performed in all IBEC laboratories. After these evaluations, it is of interest to offer a training in Biosafety to strengthen the safe work with biological agents and biological samples

Dates: 21st and 22nd November, 9:00 – 13:00 (in-person). Followed by online support for 4 months.

Target group: All IBEC members

Training content:

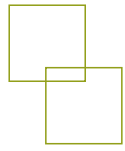
Day 1

- Introductions: What brings someone like you to a place like this?
- Introduction to meditation
- Short meditation practice
- A day as a lifetime
- Short meditation practice
- Action for action's sake
- The power of breathing
- Homework for this evening

Day 2

- Short meditation practice
- Review of the day's structure
- Questions from the previous day
- Questioning my thoughts: The 4 questions
- Open programme based on the group's interests:
 - Emotions and techniques for dealing with typical researcher symptoms (impostor syndrome, guilt, etc.)
 - Conscious communication
 - Delving deeper into thoughts (what I tell myself about the world around me)
 - Rescue techniques (STOP practice, breath control)

Trainer: Marcel Sorribas Olivera, is a meditation teacher with the Spanish Society of Meditation and a researcher. During his doctorate in Switzerland, he felt an urgent need to bring order to his mind. The pressure to achieve results, the heavy load of



[HEALTH & SAFETY AND WELLBEING]

experiments, the stress from supervisors, and the worry about the future were some of the thoughts that tormented him and prevented him from enjoying his work. Since 2018, he began meditating and found in these techniques and practical philosophy tools and a way of living much more in tune with the natural rhythm. Since 2020, he has been teaching meditation to his family and friends and training meditation instructors so that others can enjoy this small gift that has helped him so much.

[LANGUAGES]

Spanish classes (beginner)

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

Dates: From September to December (the days and times will be arranged with the participants but should be in the afternoon). Please keep in mind that a minimum attendance of 75% is required.

Methodology: 12 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.

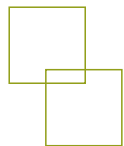
The course is open for IBEC community, however members with an IBEC employment contract will receive priority if the course reaches full capacity.

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 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 September to December (the days and times will be arranged with the participants but should be in the afternoon). Please keep in mind that a minimum attendance of 75% is required.

Methodology: 12 Online class session: 18 Hours, 1,5 hour per week

Target group: The course is aimed for individuals with an intermediate level. 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 September to December (the days and times will be arranged with the participants but should be in the afternoon).

Methodology: 12 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:

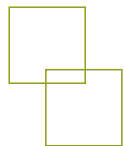
Catalan classes are taught by native teachers with specific training in teaching language to non-Catalan speakers, and with extensive experience. The teacher and the department of studies will design the course content and prepare the materials suitable for the classes, after analysis of need.

- 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 Oxford



[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. Register [HERE](#)



Institute for Bioengineering of Catalonia