

TRAINING CATALOGUE 2026

Created by IBEC's People Management Unit



INSTITUTE FOR BIOENGINEERING OF CATALONIA (IBEC)

Excellence Through Continuous Learning and Innovation

IBEC's mission is driven by several key objectives, one of which is to train the next generation of experts in healthcare technologies. Our goal is to equip researchers and professional staff with the skills, competencies, and mindset needed to conduct outstanding research, foster innovation, and confidently navigate the evolving scientific landscape.

The 2026 Training Catalogue is fully aligned with IBEC's Strategic Plan and the principles of the European Charter for Researchers. Many of the training activities included have been developed within the framework of the Human Resources Strategy for Researchers (HRS4R) Action Plan, reinforcing our strong commitment to continuous professional development. As a Severo Ochoa Centre of Excellence, we remain dedicated to offering high-quality, forward-looking training opportunities.

In 2026, particular emphasis is placed on strengthening technical skills and deepening scientific expertise, ensuring that our community remains at the forefront of biomedical engineering and healthcare technologies. At the same time, Artificial Intelligence has become a central component of our training strategy. AI is addressed through targeted sessions; we aim to promote both AI literacy and responsible, strategic use of these technologies.

This catalogue presents a comprehensive selection of workshops and courses available to the IBEC community, covering transversal skills, advanced scientific tools and AI, gender & diversity, open science, languages, health and safety, and wellbeing. It also reinforces the role of internal trainers, highlighting the expertise within our own community and fostering knowledge exchange across units and research groups. By empowering internal experts as trainers, we strengthen collaboration, institutional learning, and shared ownership of professional development.

As in previous years, this catalogue includes the Recommended Training and Development Path for predoctoral (R1) and postdoctoral (R2) researchers, designed to support their scientific maturity, employability, and career progression both within and beyond academia.

We take pride in the high quality and diversity of our trainers, who bring a balanced combination of academic and industry experience, with an increasing contribution from internal experts who enrich our training ecosystem with real, practice-based knowledge.

The catalogue also includes training courses organized by BIST (Barcelona Institute of Science and Technology). We extend our gratitude to BIST for supporting the professional development of researchers across its seven affiliated research centres (CRG, IRB, ICFO, ICIQ, ICN2, IFAE, and IBEC), helping to enhance their skills and broaden their career perspectives.

As this Training Catalogue represents a collective effort, 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 contributed to identifying training needs and proposing new initiatives. We also thank the Work Council at IBEC for their collaboration in making this catalogue possible. Some of the training activities are funded by the Spanish Ministry of Science and Innovation under the grant Centro de Excelencia Severo Ochoa CEX2023-001282-S funded by MICIU/AEI/10.13039/501100011033.

Carolina Marí, Head of People Management Unit

Categories of training activities

[TRANSFERABLE SKILLS]

- Communication (oral & writing skills)
- Leadership & management skills
- Entrepreneurial skills and Tech Transfer
- Open Science

[SCIENTIFIC TOOLS AND TECHNIQUES]

- Courses focused on the use of different software like Statistical Analysis; ImageJ; Matlab; Python; Microfabrication; IA.

[GENDER & DIVERSITY]

- Courses that promote inclusion and diversity like Active bystander, Including Gender Perspectives in biomedical research, LGBTQIA+ Diversity Sensibilization

[HEALTH & SAFETY AND WELLBEING]

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

[LANGUAGES]

- Spanish
- Catalan
- English

Registration instructions

As of February 2026, 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 People Management 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 People Unit 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 Feb 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 (by Ibecnet)**. This allows us the opportunity to offer your place to someone else.

Failure to notify us within this timeframe **may result in restrictions** on your participation in the **next** course.

For courses with limited spots, priority will be given to participants who consistently attend training sessions or who adhere to their confirmed registrations.

In case of unavoidable, last-minute cancellations such as illness, please send an urgent email to training@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-person, depending on the course content as well other restrictions.

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

Training Catalogue 2026

CATEGORY	TITLE	DATES	AIMED AT	BY
COMMUNICATION (ORAL, WRITING AND SOFT SKILLS)	Oral Skills: Powerful presentation. Communicate with Impact	March 24 th , 26 th & 31 st	Researchers (staff welcome)	IBEC
	Non-violent communication to de-escalate conflicts at work (online)	March - Sept	All IBEC	IBEC
	Less Text, More Science: Poster Design Essentials	April 16 th	Researchers (staff welcome)	IBEC
	Liderazgo y comunicación para Senior Researchers & Coordinadores	September 21 st & 28 th	Senior Researcher & Coordinators	IBEC
	Graphic Design for Scientist: an introduction to GraphPad PRISM and Adobe Illustrator	October (TBC)	PhD students and Postdocs	IBEC
	Scientific Writing: Focusing on the “why” and the “how”	November 12 th & 13 th	PhD students and Postdocs	IBEC
	Writing Thesis Bootcamp	Second Semester (TBC)	PhD students (3 rd and 4 th year)	BIST
	Difficult conversation: How to affront conversation with success	Second Semester (TBC)	All IBEC	BIST
	Group coaching: Communication and collaboration in research groups & management areas	All year	All IBEC research group and management areas	IBEC

LEADERSHIP & MANAGEMENT SKILLS	Coaching individual for Group Leaders and Heads	All year	Group Leaders and Heads	IBEC
	Foundations for a successful PhD	January 20 th & 21 st	PhD students (1 st year)	BIST
	Mentoring Skills training	February 2 nd & 4 th	Mentors and mentees	BIST
	Scientific Project Management	March 11, 13, 18, April 21 & May 20.	PhD students (3rd year or above), Postdocs and Senior researchers	BIST
	Personal productivity and project management with ToDo, OneNote and Planner	April 1 st and 10 th	All IBEC	IBEC
	Leadership Training for Postdoctoral Scientists	April 16 & 17	Postdoctoral researchers	BIST
	Funding Opportunities Across Research Career Stages	April 21 st	Postdoc & Senior Researchers	IBEC
	Selecting the Best through Effective Candidate Interviews	April 23 rd	Supervisors: Group Leaders, Heads, Senior and Postdocs	IBEC
	Time management in science: how to stop procrastinating and get the things done	May 12 th & 14 th	All IBEC, especially researchers	IBEC
	Leadership for Group Leaders in science	May 12, 13, 14	Group leader and Junior Group Leader	BIST
	Transition to Academia (Spain & UE)	June 9th	Postdoc & Senior Researchers	IBEC
	Career week for scientist	July 6 th to 10 th	PhD students and Postdocs	BIST

	Cybersecurity	July (TBC)	All IBEC	IBEC
	Research Integrity: Practical Strategies for Responsible Research	2 nd semester	PhD Students and early researchers	IBEC
	Microsoft Excel (Intermediate – Advanced)	2 nd semester	Management area	IBEC
	Meetings That Matter: How to Plan, Lead and Close Effective	2 nd semester	Head & Coordinators of Management	IBEC
ENTREPRENEURIAL SKILLS AND TECH TRANSFER	Patents & IP law for scientists	January 30	Researcher	BIST
	Introduction to Knowledge Transfer	April 9 th	All IBEC	IBEC
	Careers Beyond Academia: non-academic sectors	May 21 st	Researcher	IBEC
	Fundamentos de Patentes (Becas - ES)	G1: June 15 th to 19 th G2: October 5 th to 9 th	Researcher	IL3 - UB
	Learn to use the industrial language & Demo Day	2 nd Semester	Researcher	BIST
	From Science to Business	2 nd Semester	Researcher	BIST
	Adhoc support, assistance and mentoring for the R2 projects or ideas of projects organised in small groups	All year	All IBEC	IBEC
OPEN SCIENCE	Open Publishing	March 3 rd	All IBEC	IBEC
	Research Data Management – General Overview	April 28 th	All IBEC	IBEC

	Preparation of Data Management Plans	May 18 th	All IBEC	IBEC
SCIENTIFIC TOOLS & TECHNIQUES	Trabajar mejor con IA generativa: herramientas y estrategias para el día a día	January 22 nd	Management staff	IBEC
	Statistical analysis applied to research data	February 16 th , 17 th , 23 rd & 24 th , March 4 th , 6 th	Researchers	IBEC
	ImageJ Basic	March 19 th	Researchers	IBEC
	Python Basic	May 26 th , 28 th June 4 th	Researchers	IBEC
	Python Advanced	July 2 nd , 14 th & 16 th	Researchers	IBEC
	Animal ethics and 3R teaching course	June 11 th	Researchers	IBEC
	Microfabrication: Theoretical Foundations and Practical Applications	Sep 16 th , 17 th and 22 nd	Researcher, especially PhD students	IBEC
	ImageJ Advanced	September 29 th	Researchers	IBEC
	Matlab I: Basic	October (TBC)	Researchers	IBEC
	Matlab II: Medium	October (TBC)	Researchers	IBEC
	Artificial Intelligence for Scientific Research	2 nd semester	Researchers	IBEC
	Advanced Optical & Fluorescence Microscopy & BioImage Analysis Course	2 nd semester	PhD students and Postdocs	IRB
GENDER & DIVERSITY	Panel – Trailblazers & Changemakers: LGBTQ+ History Month 2026	Feb 18 th	All IBEC	MyGWork
	LGBTQ+ Allyship in the Workplace	All year	All IBEC	MyGWork

	Inclusion of the gender dimension in biomedical research	April-May (TBC)	All IBEC	IBEC
	Active Bystander	June 30 th	All IBEC	IBEC
	Inclusive Leadership in Hybrid Environments	Sep 15 th	All IBEC	MyGWork
HEALTH & SAFETY AND WELLBEING	Fire extinguishing and emergency response	January 26 th	All IBEC	IBEC
	First aid in the workplace	Feb 5 th	All IBEC	IBEC
	Thriving as a woman in science: from impostor syndrome to empowered leadership	January 28 th	All IBEC	BIST
	IBEC's Culture of Respect: Prevention and Support Respect Isn't Optional: Guidelines for a Safe Workplace (Mandatory)	All year, starting in Feb	All IBEC	IBEC
	Rewiring for Mental Resilience	June 3	All IBEC	MyGwork
	Health Workshop: How do you look after your Spine?	September 23 rd	All IBEC	IBEC
	Mindfulness and stress reduction	September 29 th & October 6 th	All IBEC	BIST
	How to work safely with biological agents and biological samples	October 1 st	All IBEC	IBEC
	Basic laser and UV source safety course	Second semester	All IBEC	IBEC
	Health & Safety Laboratory Course	All year	Newcomers	IBEC
	Health & Safety Office Workplace Course	All year	Newcomers	IBEC
	LANGUAGES	Catalan for beginners (online group)	March to June Sept to Dec	All IBEC members with an

			IBEC-labour contract	
	Catalan	All year	All IBEC	Consorti Normalització Lingüística
	Spanish for Beginners (Online Group)	March to July	All IBEC members with an IBEC-labour contract	IBEC
	English Intermediate or Upper Level (Online Group & platform)	March to July	All IBEC members with an IBEC-labour contract	IBEC
	Tandem programme	All year	All IBEC	IBEC

[TRANSFERABLE SKILLS] [COMMUNICATION]

Oral Skills: Powerful presentation, communicate with Impact

Whether or not you are an experienced speaker, this workshop will make you radically reconsider why and how we make scientific presentations.

This is about learning how to communicate your ideas, research and results confidently and clearly, thus moving your audience to action.

Dates: March 24th, 26th and 31st 09:30 – 14:00 (three in-person sessions)

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

Participants should be 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. Understand the differences between writing scientific papers and making scientific presentations
2. Know the ideal structure for a scientific presentation and how to choose what content to put in (and leave out!)
3. Discover different structures for presenting complex data and results
4. Practice how to open and close a speech, and how to deal with questions and interruptions from the audience.
5. Learn how to connect with your body so that you can speak confidently and clearly.
6. Learn an efficient and effective process for preparing presentations that will save you time and effort.

All participants will benefit from lifetime access to the complete self-taught course containing videos and readings for further learning. This is constantly updated with new materials and contains much more than can be covered in the live version.

Trainers:

Ana Paola is a lead facilitator. For the past 13 years 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 Performing Ideas. She graduated from the City University of New York with a degree in Political Science (Cum Laude) in 2005.

TESTIMONIALS WORKSHOPS

[Powerful presentation]



Edition 2025:

High interactive, easy-going course. The moderators were amazing

Well-designed course, it covered all the main topics and also the not so obvious to have in account to make a good presentation, the trainers were excellent.

External testimonial:

“I did this course and actually had to give a talk 5 days later on an international symposium. I left the course, knowing I still would have to do a lot of work on my presentation. But with all the just learned techniques from the course I was able to overcome my fear of presenting and actually deliver a great presentation, resulting in winning the “Best Guest Presentation award”

SABINE (KLISCHIES) PUZZOVIO
Senior editor for Forecast Drugs at Clarivate

Non-violent communication to de-escalate conflicts at work

In this online 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 (E-learning)

Language: Spanish or English

Duration: up to three months

Dedication hours: 8-10 h

Target group: All IBEC

Training content:

- Why does 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.

Less Text, More Science: Poster Design Essentials

This workshop introduces design principles tailored to scientific communication, along with practical tips and tricks for creating clear and impactful scientific posters. The workshop does not cover the operation of specific software tools.

The training emphasizes peer feedback and the practical improvement of real-life examples. Participants are encouraged to submit a scientific poster in advance; selected posters will be used during the workshop to apply the concepts learned and collaboratively improve participants' work.

Dates: April 16th, 9:30 – 13:30 (in-person sessions)

Target group: PhD students, postdoctoral researchers, senior researchers, and administrative staff (maximum 15 participants).

Training content:

- Basics of graphic design for scientists: typography, color schemes, and image quality
- Introduction to vector graphics and how they differ from raster graphics
- Figures: chart and graph types, standards, and general tips for clarity and consistency
- Poster design: content and title selection, layout, information flow, general best practices, and the use of institutional templates (if available)

Trainer: Marina Villamor-Payà, PhD. Graphit Design Limited LLC

Marina holds a PhD in Biomedicine from the University of Barcelona and recently completed four years of postdoctoral training at the National Cancer Institute (USA). Her passion for clear scientific communication, compelling visual illustrations, and attention to detail, led her to co-found Graphit. Her work focuses on translating complex concepts into clear visuals, developing cohesive and distinctive graphic styles, and delivering training workshops on graphic design and data visualisation for PhD students and postdoctoral researchers.

Liderazgo y Comunicación para Senior Researchers & Coordinators

This training aims to help participants distinguish and define the two pillars of power and leadership, recognise their own strengths and limitations in order to develop confident and humble self-awareness, identify their communication profile and adapt it to different interlocutors, and practise influential communication styles.

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

Dates: 21st and 28th of September

Duration: 8 hours (9:30 – 13:30 each)

Target group: Senior researcher & Coordinators (15 attendees max).

Training content:

Leadership

- The two pillars of power: Functional Power and Personal Power
- Uses of power and their consequences: abusing, assuming, or avoiding power
- Behaviours associated with effective leadership:
 - Being a secure base
 - Building relationships: the two types of trust
 - Fostering learning: two types of mindset

Communication

- Communication styles:
 - Identifying one's communication profile (MBTI)
 - Adapting communication to different styles
- Leading a conversation:
 - A special focus on managing difficult conversations

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

Graphic Design for scientist: an introduction to GraphPad PRISM and Adobe Illustrator

This workshop introduces design principles tailored to scientific communication, along with practical tips and tricks for creating clear and impactful graphical abstracts and scientific figures. The format combines short theoretical introductions with hands-on practice.

The workshop covers the use of **GraphPad PRISM** and **Adobe Illustrator**. Both software tools requires a paid license; participants are encouraged to download a free trial in advance of the workshop.

The training emphasizes peer feedback and the practical improvement of real-life examples. Participants are encouraged to submit examples of their own figures ahead of time. Selected examples will be used during the workshop to apply the concepts learned and collaboratively improve participants' work.

Dates: October (TBC), 9:30 – 13:30h,

Target group: PhD students, postdoctoral researchers, senior researchers, and administrative staff (maximum 15 participants)

Training content:

- Basics of graphic design for scientists: typography, color schemes, and image quality
- Introduction to vector graphics and how they differ from raster graphics

- Figures: chart and graph types, standards, and general tips for clarity and consistency

GraphPad PRISM

- Understand the basics of creating and editing graphs and charts in GraphPad PRISM
- Learn how to effectively organize and present data in GraphPad PRISM for clear and accurate analysis
- Understand how to properly format and export data for publication and presentation
- Learn how to import figures from GraphPad PRISM into Adobe Illustrator and PowerPoint

Adobe Illustrator:

- Learn how to create Illustrator files for different uses
- Understand the basics of the interface and tools available in Adobe Illustrator
- Learn how to create and edit basic shapes and paths, add text, arrows, gradients
- Understand how to work with layers and groups in Illustrator
- Learn how to place graphs and images generated in other softwares (western blots, microscopy images) and how to embed them into the file
- Understand how to export and save files for different uses and platforms

Trainer: Marina Villamor-Payà, PhD. Graphit Design Limited LLC

Marina holds a PhD in Biomedicine from the University of Barcelona and recently completed four years of postdoctoral training at the National Cancer Institute (USA). Her passion for clear scientific communication, compelling visual illustrations, and attention to detail, led her to co-found Graphit. Her work focuses on translating complex concepts into clear visuals, developing cohesive and distinctive graphic styles, and delivering training workshops on graphic design and data visualisation for PhD students and postdoctoral researchers.

Scientific Writing: 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: November 12th and 13th, 9:00 – 17:00h, (two in-person sessions)

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,

Gavin is a scientist with 13 years of experience in biomedical research, and founder of [TPM Science](#), where he has been an author's editor, consultant, and trainer since 2013. In addition to his own track-record as a publishing scientist on national, European and international research projects, he and his team at TPM Science have helped plan, critique, and polish over 700 original scientific articles for dozens of institutes in diverse fields, as well as more than 120 H2020 and Horizon Europe proposals.

He also has extensive experience as a trainer in transferable skills for researchers, and provides consultancy on training and scientific productivity at numerous research institutes, public agencies, charitable foundations, and private companies

TESTIMONIALS WORKSHOPS SCIENTIFIC WRITING [Focusing on the “why” and the “how”]



Edition 2025, IBEC:

“I liked the way of presenting the different materials, the approaches. Also, the interaction and that we could work in our own manuscript. It is easy to follow and be engaged”.

Edition 2024, IBEC:

“In this course you learn techniques that make part of your daily work easier. In addition to being extremely useful, it is dynamic and very well organized.”

MELIKA PARCHEHBAF KASHANI, PHD STUDENT

What was the focus and main take-away from the workshop?

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.

Writing Thesis Bootcamp



The Writing Bootcamp is a multi-session online course for final-year PhD students, who aim to submit their theses at the end of 2026. The contents offered consist of a balanced mix of theory and tools, practical experience and discussions.

The course is composed of a total of four 3-hour sessions over 4 weeks in May and June. Sessions will start with some theory and exercises and will be followed by a personal protected writing time, in where you can write while your peers are connected and writing at the same time, so you can contact them and the trainer.

Use this course as a perfect excuse to start your writing!

Dates: 4 days (TBC) 10.00 to 13.00, (Online)

Target group: PhD students (as 3rd or 4th year)

Training content:

- What a thesis is for and what it needs to do
- Sections of a thesis
- Writing frameworks
- Critical analysis and developing an argument
- Productivity
- Action planning

Trainer: Geraint Wyn Story, [Cambridge Training Associates Ltd](#)

Cambridge Training Associates is the trading name of Dr Geraint Wyn Story, who is an experienced professional development trainer.

Geraint brings experience from working for some of the world's largest life science companies, a PhD from Cambridge, and ten years of working within personal and professional development. This rare combination of experience and skills, combined with his down-to-earth style, means that he can bring the best of each of these worlds to benefit your organisation.

Geraint also works very closely with a number of other freelance trainers and professional development businesses that complement his own work. This network can offer a complete package to clients.

TESTIMONIALS WORKSHOPS

[Writing Thesis Bootcamp]



Edition 2025, IBEC:

This course transformed the way I approach my thesis. With practical tips, clear structure guidance, and on-demand expert support, I felt confident improving my writing while exchanging ideas with peers. Both the theory and hands-on exercises made it immediately useful and inspiring”

Difficult conversation: How to affront conversation with success

Many of the conversations we have as professionals are “difficult conversations” — conversations in which we feel uncomfortable, that are hard to face, and that often leave us with the feeling that they did not go as we had hoped. We may feel that we did not handle them well, that we did not say everything we wanted to say, or, on the contrary, that we said too much.

Participants will learn about conversational intelligence:

- Understand the key elements of effective and difficult conversations.
- Learn practical strategies to manage challenging interactions.
- Develop skills to communicate more confidently and effectively in complex situations.

This is an **interactive** session combining theoretical explanations with group discussions, real-life cases, and access to an online platform with additional resources, videos and audio materials.

Dates: Second Semester (TBC). 5 hours training in-person and 2 hours of virtual campus

Target group: All IBEC community

Training content:

- Constructive and transformative conversations
- The role of conversations in organisations
- Managing difficult conversations
- How we communicate with others
- Preparing for a conversation
- Mental narratives and assumptions
- Guidelines for more effective conversations (CEPEA)
- Listening to understand and asking powerful questions
- What to do when conversations get stuck

Trainer: Francesca Nogales, director of the Emana virtual campus. Sociology graduate with a Master’s in Organisational Development. Certified in Kanban, team coaching, and group excellence models. She has supported the development of people, teams, and organisations across diverse sectors and delivers regular training at UAB on agile methodologies and teamwork.

[TRANSFERABLE SKILLS] [LEADERSHIP AND MANAGEMENT SKILLS]

Coaching for Group Leaders and Heads of Unit

The coaching process consists of 6 to 7 individual sessions between Coach and Coachee, with a duration of around 1 – 1.5 hours. 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 and Head of Unit, with priority for those involved in the group coaching (see the mentioned course).

Training content:

- First meeting: establish a goal of improvement jointly and consensually.
- During the 6-7 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 by the coachee.

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.
- **Monique Bruining:** Professional Co-Active Coach. Certified MMS Basic Coach. International Coach Federation (ICF) certified. Certified DISC trainer. Managing Director of the Institute for Complex Molecular Systems (Eindhoven University of Technology). PhD in polymeric materials for biomedical applications.
- **Miriam Bayes:** is a medical doctor and leadership coach with more than 25 years of experience in clinical research, business management and executive mentoring. She holds degrees and certifications from the University of Navarra, UAB, IE Madrid and the International Coach Federation (PCC). Having lived and worked in Spain, the United States and Switzerland, Miriam brings a global and human-centered approach to leadership, resilience and empowerment. Her mission is to help professionals, especially women in science, lead with confidence, authenticity and purpose.

Group coaching: communication and collaboration in research groups or management areas

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: 2 or 3 half-day sessions. Dates to be agreed with the Group Leader or Head of area. In-person class sessions 9-10 hours.

Target group: All IBEC members from the same research group or the same management area.

Training content: Based on a first session between the consultants and the Group Leader/Head a specific program will be created according to the needs of the research group/management unit. 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.

Miriam Bayes: is a medical doctor and leadership coach with more than 25 years of experience in clinical research, business management and executive mentoring. She holds degrees and certifications from the University of Navarra, UAB, IE Madrid and the International Coach Federation (PCC). Having lived and worked in Spain, the United States and Switzerland, Miriam brings a global and human-centered approach to leadership, resilience and empowerment.

Foundation for a successful PhD



**Barcelona Institute of
Science and Technology**

Beginning your PhD is an exciting new chapter — and a big step. The expectations shift from passing courses to creating original research, from following directions to defining your own path. It's a journey that demands more than technical skills: it requires focus, organisation, communication, and the ability to manage yourself and your project with confidence.

Dates: January 20 & 21, 2026. 9:30h - 13:30h / 14:30h - 17h (in-person)

Place: BIST

Target group: First-year PhD students.

Training content: This is a hands-on workshop, not a lecture. You'll learn through practice, discussion and real examples from research life.

- Strategic project management – Turn your research idea into a concrete plan. Learn to use tools like Gantt charts and risk analysis to structure your PhD, set realistic goals and anticipate challenges.
- High-impact communication – Practise giving and receiving constructive feedback, improving non-verbal communication and developing engaging presentation skills — all essential for productive relationships with supervisors and peers.
- Effective collaboration and teamwork – Understand your role in a team, explore group dynamics and practise strategies for managing conflict and building trust in diverse research settings.
- Creative problem-solving – Learn structured techniques to think creatively, tackle complex problems and find innovative solutions together with other researchers.
- Personal effectiveness and motivation – Discover strategies to stay focused, manage your time wisely, and maintain motivation throughout the ups and downs of your PhD journey.

Trainers: **Andreu Gual & Holly Blondin**, Creativity + Innovation • Educator, Facilitator, Program Development

Mentoring Skills



The aim of the workshop is to prepare Postdocs and Senior Researchers for their roles as Mentors within the [BIST mentoring programme](#). Participants will be prepared for their role as Mentor, before they start the different programme.

Dates: BIST Mentoring: February 2nd and 4th (Online)

Target group: Postdoc and Senior researchers (mentors) or PhD students and postdoc (mentees)) participating in the BIST Mentoring Programs.

Training is mandatory to enter the matching process (except for those who have already taken part in previous editions of the programme).

Training content:

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

Trainer: BIST Trainer

Scientific Project Management: Manage your projects with impact, excellence and efficacy



This course introduces the core concepts, tools, and practices of Project Management. Participants will learn key vocabulary and guidelines, and gain a clear understanding of the end-to-end project management process.

The course offers a broad, practical overview of the Project Management framework. Learning is based on a hands-on approach that combines short theoretical inputs with practice, collaborative learning, and group work on real cases. Throughout the course, each participant will work on their own project and will leave with tangible progress already made.

Format: In-person, interactive course with a strong hands-on and collaborative learning approach.

Dates: March 11, 13 and 18, April 21st and May 20th. From 9:00 to 14:00. (in-person)

Target Group: Junior Group Leaders, PhD students (3rd year or above), and Postdoctoral researchers from all BIST research centres.

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.

TESTIMONIALS WORKSHOPS

[Scientific Project Management: Manage your projects with impact, excellence and efficacy]



Edition 2025, IBEC:

This course equips you with practical project management tools that you can apply straight away, in both professional and personal life. The combination of hands-on exercises, real-life strategies, and networking with peers makes it engaging, inspiring, and immediately useful.

Personal productivity and project management with ToDo, OneNote and Planner

To provide participants with a basic and practical system to better organise their work and manage simple projects using Planner, To Do and OneNote within Microsoft 365.

Dates: 1st and 10th of April (live - online). From 9:30 to 11:30 (4 hours in total)

Target group: All IBEC, especially management staff (maximum 15 participants)

Training content:

1. Overview: How the Three Tools works together

- The role of each tool
- Common mistakes (what to avoid)
- Recommended workflow

2. TO DO: Personal task management

- Create personalised task lists
- Share lists and list groups with colleagues
- Create tasks directly from Outlook emails
- Integrate Planner with To Do to centralise tasks
- Schedule tasks in your Outlook calendar

3. ONENOTE: Information organisation and tracking

- Create notebooks, sections, pages and subpages
- Work with a shared team notebook
- Insert content and use custom tags
- Protect sections with a password
- Create docked notes on the desktop
- Share notebooks with meetings or groups
- Manage synchronisation and backups

4. PLANNER: Simple Project and team management

- Create and share a plan
- Create and assign tasks
- Plan simple projects
- Manage tasks (progress, attachments, comments)
- Group tasks by bucket, progress, due date, etc.
- Filter tasks by bucket, progress or user
- View progress and performance charts
- Integrate Planner with Microsoft Teams
- Use conditional formatting to highlight messages

Trainer: Gesem Digital & SoftSkills, Specialised consultancy in Microsoft

Leadership for Postdoctoral scientists



Barcelona Institute of
Science and Technology

Postdoctoral researchers play a central role in driving research projects and supporting junior team members, yet they often receive limited formal training for these responsibilities. This two-day interactive workshop is designed to address the evolving challenges faced by postdocs as experienced researchers with increasing leadership, management, and communication demands.

Dates: April 16th and 17th, 09:30 – 17:30h (Attendance to all sessions in full is mandatory if registered)

Target Group: Postdoctoral and Senior researchers.

Training content:

The workshop will cover the following core areas:

- Core Communication Skills: Different communication frameworks, including supervision communication strategies that promote student autonomy and independent thinking, as well as effective feedback.
- Time and Task Management: Tools for prioritisation, planning, goal setting, and using digital helpers for collaboration.
- Motivation: Frameworks to understand motivation in yourself and in colleagues you supervise.
- Delegation: Practical models for delegating responsibilities and monitoring progress in research teams.
- Understanding Conflicts: How conflicts develop and how to address them through direct, appreciative, and de-escalated communication.
- Negotiation: Hands-on practice with a proven negotiation framework applicable to authorship, workload, collaborations, and career transitions

Trainers:

Dr Lisa Saemisch holds a PhD in Nanophotonics and has over seven years of experience as an academic researcher. She has published in high-impact scientific journals and presented her work at numerous international conferences. Alongside her research career, she has extensive teaching experience and a strong passion for supporting scientists in improving their communication, presentation skills, and career development.

Dr Tobias Maier is Head of the Seminars Area at the National Institute for Science Communication in Karlsruhe, Germany. He holds a PhD in Biochemistry and has more than ten years of experience in academic research, funding acquisition, and publishing in leading journals such as Cell and Science. He is an experienced trainer delivering workshops for scientists on scientific writing, science communication, leadership, career development, and transferable skills.

Funding Opportunities Across Research Career Stages

The course, organized by IBEC's Projects Office, aims to provide knowledge on funding opportunities for fourth-year PhD students, postdoctoral researchers and senior researchers.

Dates: April 21st, 09:00 – 13:30h (in-person)

Target group: Advanced PhD candidates (4th year), post-doctoral and senior researchers.

Training content:

Funding opportunities across career stages (final-year PhD, postdoctoral, and senior researchers) and general tips/transversal recommendations for grant applications.

Trainers: Projects Office.

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. Thus, past and present behaviours are best predictors for future performance. Evaluating not only candidate's aptitude or technical skills for the job, but also the alignment and match with your team will lead to a successful and professional recruitment process. Likewise, as interviewer, it is necessary to be as objective as possible and be aware of our own biases when evaluating others. 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: 23 of April, 9:30 – 13:30 h (in-person)

Target Group: All people that participate as interviewers: Group Leaders, Heads of Unit, Coordinators, Senior Researcher, 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 People Management Unit 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]



Edition 2025, IBEC:

“Practical examples and new tool to make interviewing more successful even in a scientific context.”

MOHIT KUMAR, SENIOR RESEARCHER (POST DOC), MOLECULAR BIONICS LAB

What was the focus and main take-away from the workshop?

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

Who would you recommend the workshop for?

Postdocs and junior group leader.

Would you like to comment anything else about the workshop?

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.

Leadership for group leaders in science



Leadership in science goes beyond technical expertise. It involves fostering collaboration, empowering others, and creating the conditions for teams to perform at their best. This leadership management skills programme is designed to support junior PIs and group leaders in developing the leadership skills needed to navigate complex scientific and organizational contexts.

The course aims to strengthen participants' ability to lead individuals and groups effectively, enhance self-awareness and self-organisation, and promote sustainable leadership practices within research teams.

Dates: May 12, 13, 14, 2026. 09:00 - 17:00h (in-person).

Target group: Group leaders and Junior 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:

- Enhanced communication and collaboration skills.
- Greater ability to empower others and foster scientific excellence.
- Improved self-organisation and leadership practices.
- Increased confidence in managing individual and group dynamics.
- Practical tools to balance their multiple roles in science.
- Opportunities to exchange experiences with peers and build a lasting peer support network.

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
[Leadership for group leaders in science]



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

Time management: how to stop procrastinating and get things done

How many times do we say to ourselves; I just don't have time! I wish I had more time, where did all my time go?

This interactive workshop focuses on three main aspects; Understanding poor time management, the barriers we face in time management and finally giving the skills tips and tools to improve giving participants a take home personal action plan will not only improve work performance but also help to reduce feelings of stress and being overwhelmed.

Dates: 12th and 14th of May, 9:30 – 13:30h (two in-person sessions)

Target group: All IBEC members

Training content:

- Personal assessment of your own triggers, reasons for wasting time, areas where most time is lost.
- Understanding your own circadian rhythms and how they affect your performance, how to use this knowledge to be more productive.
- Consequences of poor time management from supervisor, personal and mental health perspective.
- Barriers we face; Bad habits, procrastination, disruptions and interruptions, poor communication, flow and focus, multitasking.
- Skills, tips and tools: Organizing, scheduling and goal setting, priorities, apps, **AI** and online tools.
- Personal Action Plan; personal assessment, working with your own rhythm, improvements, strategy and take-home action plan.

Trainer: Roni Wright is an experienced cancer researcher, teacher and trainer. Providing courses and workshops for research professionals on oral presentation skills, time management and career development for over 10 years.

TESTIMONIALS WORKSHOPS

[Time management: how to stop procrastinating and get things done]



Edition 2025 – IBEC

I think this course meets all my needs. Roni gives real examples of the theory she is explaining so it is a great course to spot the things you are doing wrong, be aware and start taking action.

Really good trainer and very practical and needs focused training” “The practical and symbolic approach to gain conscience on time management, the many examples given from our own experience, the encouragement of discussion and the trainer allowing conversations to flow naturally and getting involved in the discussions rather than just continuing with the presentation, the confidence built with the other attendants as a consequence of active group participation and individuals sharing activity responses.

Transition to Academia (Spain & UE)

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

Target group: Postdocs

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, Group Leader at the Biomimetic systems for cell engineering and Associate Professor at the UB.

Career Week

BIST Career Week! 5 days full of contents designed to help you in your career development. Learn trips and tricks in the morning, and explore new job opportunities in the afternoon. All activities are free and open to everyone.

Workshops: learn from experts and get ready for your next professional move. Every morning (Mon-Thu), online, from 10:00 to 12:00.

Roundtables: listen to professionals working in science-related jobs and ask them about their job and the paths they took. Every afternoon (Mon-Thu), online, from 15:00 to 16:30.

The BIST Career Week is an event organized by the BIST People Commission (CRG, IBEC, ICFO, ICIQ, ICN2, IFAE, IRB Barcelona, and BIST core team) and counts with the support of the Barcelona City Council (Ajuntament de Barcelona).

Dates: July 6th to 10th

Target group: PhD students and Postdoctoral

Trainer: At least 5 experts

Cybersecurity

Workshop aimed on empowering IBEC's users to take personal responsibility for protecting the organization's information and yours. Cybersecurity is an obligation to all IBEC users. Learn to view cybersecurity not in absolute terms but relative, a function of risks and rewards (for an adversary) and costs and benefits (for you)

Dates: July (TBC), 2 hours (Online)

Target group: All IBEC

Training content:

- Main cybersecurity threats to companies
- Kidnapping, theft, manipulation, destruction of data.
- Denial of service (directly or indirectly)

Types of attacks possible attacks:

- Malware (indiscriminate or APT)
- PhishingCopy, fold and combine queries.

Social Engineering and Safe Internet Browsing

Entry routes:

- Email, the most important.
- Navigation (be careful with the social networks and downloads)
- Removable storage devices
- Wifi

Resolution of participants doubts.

Trainer: Grup CIEF, training consulting

Research Integrity: Practical Strategies for Responsible Research

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

Dates: November (TBC), 3-hour session

Target Group: Early career researchers, especially PhD Students, Master students and 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.

Microsoft Excel (intermediate – advance):

This training aims to equip participants with practical Microsoft Excel skills relevant to their managerial responsibilities, enabling them to efficiently analyse, visualise, and present data to support decision-making. The content will be tailored to the specific needs and experience levels of the participants.

Dates: 2nd semester (live - online)

Language: Spanish

Target group: Management staff (maximum 16 participants), particularly those who have identified this need in the training needs assessment.

Training content:

The content of this live online training will be customised to the participants' needs, with potential focus areas including:

- Efficient data organisation and management (tables, sorting, filtering)
- Practical use of formulas and functions for common management tasks
- Data analysis techniques (pivot tables, conditional formatting, summarising data)
- Creating clear and impactful charts and dashboards for reporting
- Automating repetitive tasks to save time
- Real-life examples from management and administrative workflows

Trainer: TBC, Specialized consultancy in Microsoft Office

Meetings that Matter: How to plan, lead and close Effectively

This training aims to provide clear and effective guidelines for organising and leading meetings, to help participants understand the main factors that contribute to the success or failure of meetings, to optimise the use of meeting time, and to acquire techniques for effectively facilitating both in-person and virtual meetings.

Dates: Second semestre, 4-hour session (in-person)

Target Group: Heads and coordinators

Training content:

Key aspects to consider BEFORE the meeting:

- Is a meeting really necessary? The *why* and *what for* of meetings
- Types of meetings and how to optimise them according to the objective
- Planning – the first step towards effective meetings

Key aspects to consider DURING the meeting:

- Location and environment
- Time management – how to prioritise topics during the meeting
- Managing participation and speaking turns
- Roles within meetings – how to deal with different team profiles
- Managing interruptions
- The importance of closing the meeting effectively
- Remote meetings – technical aspects to consider
- Remote meetings – how to maintain audience attention

Key aspects to consider AFTER the meeting:

- Agreed actions and follow-up

Role-play: Practical application of specific situations

Trainer: Lourdes López Barbosa from Grupitagoras. She is Coach, consultant and trainer in soft skills. Specialized in Communication and Emotional Intelligence

[TRANSFERABLE SKILLS] [ENTREPRENEURIAL SKILLS AND TECHNOLOGY TRANSFER]

Patents & IP law for scientists

This free online training offers scientists a practical introduction to patents and intellectual property.

Dates: January 30th, 10:00 – 12:00h (online training)

Target group: All IBEC members.

Training content:

Participants will learn why protecting innovation matters, how patents work, and the key requirements for patentability, including novelty and inventive step. The course also explores alternatives such as know-how, strategies for safeguarding research results, and how to assess risks through freedom-to-operate and due-diligence considerations. Ideal for researchers seeking to strengthen their understanding of IP in a research environment.

Trainer: Carolina Janer & Bernabé Zea (ZBM)

Introduction to Knowledge Transfer

To provide participants with a clear understanding of how knowledge and research results are transferred to society and industry, including the role of the Technology Transfer Office, licensing mechanisms and real-life success cases.

Dates: April 9th, 11:00 – 13:00h (hybrid training)

Target group: All IBEC members.

Training content:

- What the Technology Transfer Office (TTBDO) is and how it works in IBEC
- How scientific knowledge is transferred
- Contracts with companies and licensing models
- Revenue and royalty distribution
- Real success cases from the centre

Trainer: Eduardo Salas, Head of Technology Transfer & Business Development at Institute for Bioengineering of Catalonia

Careers Beyond Academia: non-academic sectors

To support participants in exploring career opportunities outside academia and in effectively translating their academic experience into skills and language relevant to non-academic sectors.

Dates: May 21st, 11:00 – 13:00h (hybrid training)

Target group: All IBEC members.

Training content:

- Career paths: spin-offs, industry, consultancy, technology transfer, regulatory roles
- How to translate an academic CV into business-oriented language

Trainer: **Eduardo Salas**, Head of Technology Transfer & Business Development at Institute for Bioengineering of Catalonia

Fundamentos de Patentes (Becas)

The aim of this course is to explain the fundamentals of the patent system, which are applicable to any field of technology. No prior knowledge of Intellectual Property (IP) is required. However, to ensure participants gain an appropriate overview of the patent system, the course includes a brief introduction to other IP modalities (copyright, trademarks, geographical indications, industrial designs and know-how).

Language: This training is held in **Spanish**

Application: You need to send an email to training@ibecbarcelona.eu specifying your motivation for this scholarship that will be analyzed by the TTBD0 office

Dates:

Option 1: June 15th and 19th (5 days in-person training)

Option 2: October 5th to 9th (5 days online training)

Target group: Researchers

Training content:

- Introduction to Intellectual and Industrial Property (IP).
- Key patent concepts
- Protection of inventions
- International protection
- Protection strategy.
- Patent document interpretation
- Patent infringement.

Trainer: Bernabé Zea, Holds a degree in Chemistry from the University of Barcelona and is a registered Industrial Property Attorney. He has been a lecturer at the Patent Centre since 1988, a role he combines with his positions as Managing Director of ZBM Patents & Trademarks, CEO of ZBM Business Connect, and Vice President of Ahead Therapeutics

Learn to use the industrial language & Demo Day

The objective is to strengthen participants' ability to communicate research and innovation clearly to non-academic audiences and to confidently present transferable ideas to investors, companies and technology transfer professionals. (Combined course)

Dates: 2nd semester, 2 days of 2 hour session (4h in total)

Target group: All IBEC members.

Training content:

- Scientific communication for non-academic audiences
- Developing a scientific elevator pitch
- Presenting to investors and companies

Demo Day: participants present their ideas or transferable results

- Feedback from the Technology Transfer Office, companies and investors

Trainers: External Consultant (TBC), investors and Technology Transfer Office

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.

Anyone with questions, even minor ones, can express their interest and will be contacted by an officer from the Technology Transfer & Business Development Office (TTBDO).

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.

From science to business



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: October (TBC), in-person sessions

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] [OPEN SCIENCE]

Open Science I: Open Publishing

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: 3rd of March, 10:00 – 13:00 (in-person)

Place: Olivera Room

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.

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: 28th of April, 10:30 – 13:00 (in-person)

Place: Olivera Room

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.

- Definitions and the Research Data Life Cycle
- Research Data Management policies, funders current requirements
- The Data Management Plan (general view)
- The FAIR principles
- IBEC's Research Data Management Policy, procedures and tools
- Choosing a data repository
- 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.

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: 18th of May, 11:00 – 13:00 (online)

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]

Trabajar mejor con IA generativa: Herramientas y estrategias para el día a día

Participants will be able to use generative AI in a practical, critical and ethical way in their day-to-day work, improving the efficiency of their workflows, project management and communication. They will also develop the skills needed to select, apply and assess AI tools responsibly.

Language: Spanish, Catalan

Dates: 23rd of January, 9:30 – 12:30, (in-person training)

Target group: Management staff (up to 30 participants)

Training content:

- **Module 1. Introduction**
Overview of generative AI, opportunities and risks; AI as an assistant; identification of opportunities across different areas; key competencies and use of the Generative AI Canvas. *Activity included.*
- **Module 2. Fundamentals of Generative AI**
Basic functioning of LLMs and multimodal models; capabilities and limitations; overview of tools; prompting strategies. *Practical activity.*
- **Module 3. Project and Operations Management with Generative AI**
Use of AI to support tasks such as drafting project documents and reports, meeting summaries, job descriptions and interview questions, ethical CV screening, onboarding and training materials, and internal communications. *Individual activity.*
- **Module 4. Responsible and Ethical Use of Generative AI**
Regulatory framework (AI Act, Horizon Europe, GDPR), management of sensitive data and IP, bias and fairness, transparency in AI use, and evaluation of outcomes. *Activity: critical review.*

Trainer: **Jordi Vitrià**, Professor at the University of Barcelona and member of the Department of Mathematics and Computer Science. He teaches courses in AI, data science and ethics, and leads the Master's in Fundamental Principles of Data Science as well as the Chair in AI and Media.

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: 16th, 17th, 23rd and 24th of February, and 2nd and 3rd of March, 15:00 – 18:00h or 16:00 – 19:00 (In-person training)

Target group: All researchers, especially PhD students, Master's students, and postdocs.

Training content:

1. Feb 16th: Introduction. Descriptive statistics. Sampling distribution. Confidence Intervals.
2. Feb 17th: Introduction to hypothesis testing. T-student test.
3. March 23rd: Comparing means, one way-analysis of variance.
4. March 24th: Two-way ANOVA. Multiple comparison procedures.
5. March 2nd: Correlation and regression. Partial correlation.
6. March 13rd: 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).

TESTIMONIAL WORKSHOPS

[Statistical Analysis Applied to Research Data]



Edition 2025, IBEC:

A very well-structured training that covers statistical analysis from basic to more complex concepts. The content was well condensed and clearly explained, with a strong practical focus on the statistical tests we use in our daily work. The lecturer was highly engaging and enthusiastic, creating a participative learning environment and putting great effort into ensuring the concepts were properly understood.

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: 19th of March, 10:30–13:30 (In-person)

Place: Baobab room

Target group: All researchers, especially PhD students, Master's students, and postdocs.

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 Trepat, 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.

TESTIMONIAL WORKSHOPS

[ImageJ Basic]



Edition 2025, IBEC

A very well-organised and clear training with a strong practical focus. The exercises and real examples were extremely useful and directly applicable to our day-to-day work as PhD students. The trainer was highly motivating and engaging, and the course significantly increased participants' skills and confidence in using ImageJ.

Python (Basic)

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

Dates: 26th and 28th of May, 4th of June, 09:30–12:30 (In-person training)

Target group: All researchers, especially PhD students, Master's students, and postdocs.

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 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.

TESTIMONIAL WORKSHOPS

[Python Basic]



Edition 2025, IBEC

A clear and well-structured introductory course with excellent explanations and high-quality course notes. The hands-on, practical approach helps participants understand which tools to use for coding and builds a solid foundation for more advanced Python training. The pace is well managed, making it particularly suitable as a first step into programming.

Python (Advanced)

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

Dates: 2nd, 14th and 16th of July, 09:30–12:30 (In-person training)

Target group: All researchers, especially PhD students, Master's students, and postdocs.

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.

Animal Ethics & 3R teaching course

To provide researchers and PhD candidates with a practical understanding of animal ethics and the 3R principles (Replacement, Reduction, and Refinement), supporting responsible animal research, ethical decision-making, and compliance with animal ethics committee requirements.

Dates: 11th of June, 10:00–13:00 (Online training)

Target group: Researcher, especially PhD students and postdocs.

Training content:

- Introduction to animal ethics in biomedical research
- The 3R principles: meaning, application, and limitations
- Role, expectations, and functioning of animal ethics research committees
- Ethical responsibilities of researchers in animal experimentation
- Preventing and managing moral distress and compassion fatigue in animal research
- Discussion of real research cases and recent publications

Trainer: **Prof. B. Elger** is Head of the **Institute for Biomedical Ethics** at the University of Basel, Switzerland. She studied medicine, cell biology and theology in France, Germany, Switzerland and the US and is PI of several projects on animal ethics funded by the Swiss National Science foundation.

Microfabrication: Theoretical Foundations and Practical Applications

To provide participants with a practical and applied introduction to microfabrication techniques used at IBEC, combining theoretical foundations with hands-on experience in fabrication processes, equipment, and protocol design for microfluidic and microstructured devices.

Dates: 16th (10:00 – 12:00), 17th (9:30 – 13:30) y 22nd of September (10:00–12:00) – in person training)

Target group: Researcher, especially PhD students and postdocs (up to 9 participants)

Training content:

Session 1 (2h) – Theory of Microfabrication, Equipment and Applications at IBEC

- Introduction to microfabrication concepts and commonly used techniques
- Overview of equipment, including lithography and Nanoscribe systems
- Practical applications of microfabrication in biomedical research

Session 2 (4h) – Hands-on Practice of Key Techniques

- Lab tour and demonstration videos of lithography and Nanoscribe (groups rotate)
- Live 3D printing demonstration in the Baobab room
- Three practical stations (groups of 3):
 - Soft lithography – preparation of PDMS and Ecoflex replicas
 - Hot embossing – replication of microstructures
 - Microfluidic chip preparation – cutting, punching, and bonding PDMS replicas onto glass

Session 3 (2h) – Technique Application and Protocol Development

- Practical challenge: participants receive a device with specifications and materials
- Groups design and write a protocol, present it to peers, and receive feedback

Trainer: Teresa Galán and MicrofabSpace facility team from IBEC

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: 29th of September, 09:00 – 14:00 (in-classroom)

Target group: All researchers, especially PhD students, Master's students, and postdocs.

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 Trepas, 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.

Matlab: Basic

Aims to provide participants with an accessible and comprehensive introduction to Matlab.

Date: October (TBC), 09:00 – 14:00 (in-person)

Target group: All researchers, especially PhD students, Master's students, and postdocs.

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: **Dr. Antonio Pardo Martínez** is tenure-track lecturer in the Departament d'Electrònica i Enginyeria Biomèdica at Universitat de Barcelona. He received his diploma in physics 1991 and his PhD in 2000. His research interests include signal processing for gas sensors, pattern recognition, chemometrics, chemical instrumentation, and artificial olfaction.

Lluís Fernández Romero is a Physicist and Electronic Engineer from the University of Barcelona (UB), where he also earned a Master's in Nanoscience and Nanotechnology and a PhD in Engineering and Advanced Technologies. His PhD focused on designing a chemical sensing system inspired by the mammalian olfactory system. Afterward, he pursued a postdoc at the Institute for Bioengineering of Catalonia (IBEC), developing automated pipelines for metabolomic analysis using NMR and LCMS data in R. Currently, he is a Lecturer at UB's Department of Electronics and Biomedical Engineering while continuing to collaborate with IBEC's Signal and Information Processing for Sensing Systems group.

TESTIMONIAL WORKSHOPS [MATLAB I – BASIC]



Edition 2025:

A perfectly structured introduction to MATLAB — clear, practical and easy to follow. With a great balance of explanations and hands-on exercises, this course helps you develop new skills quickly and confidently

Matlab II: Medium

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

Date: October (TBC), 09:00 – 14:00 (in-person)

Target group: All researchers, especially PhD students, Master's students, and postdocs.

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: Dr. Antonio Pardo Martínez is tenure-track lecturer in the Departament d'Electrònica i Enginyeria Biomèdica at Universitat de Barcelona. He received his diploma in physics 1991 and his PhD in 2000. His research interests include signal processing for gas sensors, pattern recognition, chemometrics, chemical instrumentation, and artificial olfaction.

Lluís Fernández Romero is a Physicist and Electronic Engineer from the University of Barcelona (UB), where he also earned a Master's in Nanoscience and Nanotechnology and a PhD in Engineering and Advanced Technologies. His PhD focused on designing a chemical sensing system inspired by the mammalian olfactory system. Afterward, he pursued a postdoc at the Institute for Bioengineering of Catalonia (IBEC), developing automated pipelines for metabolomic analysis using NMR and LCMS data in R. Currently, he is a Lecturer at UB's Department of Electronics and Biomedical Engineering while continuing to collaborate with IBEC's Signal and Information Processing for Sensing Systems group.

TESTIMONIAL WORKSHOPS [MATLAB II – MEDIUM]



Edition 2025:

This MATLAB II course provided a broad and useful overview of advanced tools, including particularly valuable content on image processing. The material was clearly structured, with science-related exercises that helped connect complex concepts to real applications. The discussions and resources made even challenging topics easier to understand.

Artificial Intelligence for Scientific Research

The rapid rise of Generative AI (GenAI), especially Large Language Models (LLMs), is transforming how researchers work – from writing grant proposals and publications to conducting literature reviews and analysing data. This course introduces participants to the fundamentals and practical applications of GenAI tools, showing how they can boost productivity, improve decision-making, and enhance creativity across the full research lifecycle.

Date: Second semester (TBC). 12 hours (one and a half days)

Target group: All researchers, especially PhD students, postdoctoral researchers, and senior researchers. (up to 25 participants)

Training content:

Day 1 - 4h: Introduction to Generative AI, LLMs and Prompt Engineering with Real-World Use Cases for Researchers

- The Generative AI boom and an introduction to LLMs
- How LLMs work, hallucinations, benchmarking, and model reliability
- Overview of GenAI tools for research:
 - ChatGPT and Microsoft 365 Copilot (Free, Plus, Business/Team),
 - Claude AI, Google Gemini, NoteBook LM, Perplexity
 - Advanced LLM features such as Deep Research, Canvas/Pages/Artifacts, Projects, and Agents
- The research grants landscape: increasing competition, decreasing success rates, and the role of AI
- AI-supported grant writing – tools and approaches
- AI-supported manuscript preparation and revision
- The evolving landscape of AI disclosure regulations
- Customisation and knowledge layers
- Prompt engineering 101
- Further real-world research workflows:

Day 1 or 2 - 4h: Hands-On Session: Creative Problem-Solving with Generative AI

This practical session focuses on applying GenAI to real challenges from participants' own research environment. Through guided group activities, participants practise defining problems clearly, translating them into effective prompts, and exploring initial solutions with different models and tools. The session is designed around experiential learning – building AI skills through direct hands-on practice rather than abstract instruction.

Day 2 - 4h: From Problem to Solution: Deepening AI Workflows with Advanced Tools

Continuing directly from Part 2, this session picks up where the groups left off. Participants deepen and refine the AI-assisted solutions they began on Day 1, now incorporating more advanced tools and techniques. Where a group's challenge calls for it, this may include AI-assisted coding for data analysis or automation; for others, it may mean using Deep Research for a comprehensive literature synthesis, building a custom agent for recurring tasks, or refining a grant proposal section through iterative AI-assisted evaluation. The session closes with final presentations and an individual action plan for continued AI integration into daily research practice

Trainers:

Jonas Krebs, PhD: Jonas Krebs has spent over 15 years navigating the intersection of science and science management, looking for creative and smarter ways to manage complex research environments. As Coordinator of Strategic Projects at the Centre for Genomic Regulation (CRG) in Barcelona, he supervises a team of Scientific Project Managers, helping to turn ambitious ideas into reality by optimising workflows, securing funding, and integrating emerging technologies into daily operations. With a PhD in Molecular Biology and two research management certifications (PMP, EU Liaison Officer Research), Jonas has a deep understanding of both the scientific and operational sides of research. His focus on the transformative potential of GenAI as a practical tool has led him to actively experiment with AI-driven automation, workflow optimisation, and impactful applications of LLMs in research and research management. Jonas is also a co-founder and former chair of the Research Management Working Group within the Marie Curie Alumni Association (MCAA).

David Brena, PhD: David is a scientist turned scientific project manager and digital tools enthusiast with a keen interest in improving research management through technology. With a background in Biotechnology Engineering (B.A.Sc., Monterrey Institute of Technology, Mexico) and Biomedicine (M.Sc., Ph.D., University of Barcelona), he has worked in disease modelling, gene editing, epigenetics, and oncology. Drawing on his engineering mindset, scientific curiosity, and project management experience, David specialises in strategic international research projects' full life cycle. Passionate about digital transformation, he actively incorporates Generative AI and other emerging tools into research management workflows, aiming to simplify daily tasks and enhance efficiency.

Daniel Scavello, MSc: Daniel Scavello is an emerging scientific project manager with a background in Biochemistry (BSc, Universitat Autònoma de Barcelona) and a Master's in Health and Science Management (MSc, Universitat Autònoma de Barcelona). His deep passion for science and strong interest in research management have driven his transition into this field, where he explores ways to enhance research administration through technology and innovation. He is particularly interested in how Artificial Intelligence and digital tools can streamline research administration, foster collaboration, and improve operational efficiency

Advanced Optical & Fluorescence Microscopy & BioImage Analysis Course (IRB)



This course targets research staff who need Bioimaging: Phd students, Postdocs and research staff from IRB Barcelona and institutions at the PCB. The course is free and will be held in person.

Date: two days in October or November (TBC), 09:30 – 14:00 (in-person)

Target group: PhD students, postdocs and researchers (maximum 10 participants).

Training content:

- Day 1 / SESSION 1: Image Formation and 3D Imaging
- Day 1 / SESSION 2: Nano-scale & Mesoscopy/Lightsheet
- Day 1 / SESSION 3: Meso-scale Imaging (Mesoscopy), Lightsheet Fluorescence Microscopy
- Day 2 / SESSION 4: Molecular Imaging and High-Content/High-Throughput
- Day 2 / SESSION 5: BioImage Analysis in Life science

Trainer: Experts from IRB

[GENDER AND DIVERSITY]

Panel – Trailblazers & Changemakers: LGBTQ+ History Month 2026



mygwork

Dates: February 18th (online)

Target group: All IBEC members

Training content:

Celebrate the legacies of LGBTQ+ pioneers while highlighting the ongoing contributions of modern activists. This panel will explore how past movements inform today's challenges and progress.

Speaker: Marie-Helene Tyack, She/Her, Global Diversity & Inclusion Manager at Allianz Commercial; Lauren Scheweppe, She/Her, Senior Customer Success Manager, myGwork; Taofique Folarin, He/Him, HIV Prevention Coordinator at Spectra; Liv Hennessy, They/Them, Community Engagement Coordinator at English Heritage.

LGBTQ+ Allyship in the Workplace



mygwork

In this online course, you will raise awareness and understanding of LGBTQ+ identities, foster inclusive behaviours in the workplace, and equip participants with practical tools to act as effective allies, contributing to a respectful and supportive working environment at IBEC.

Dates: At your own pace as of March

Format: Online course (E-learning)

Language: English

Dedication hours: 2-4 h

Target group: All IBEC

Training content:

- Introduction

- Exploring the Spectrum
- Navigating Workplace Diversity
- Getting Involved

Trainer: myGwork & Inclusive Group

Inclusion of gender dimension in biomedical 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: TBC (I semester)

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: TBC

Active Bystander

*“What hurts the victim the most is not the cruelty of the oppressor but the silence of the bystander”
Elie Wiesel, Holocaust Survivor*

To equip attendees with skills to respond to inappropriate behaviours, including those which may have been normalised over time.

This innovative and award-winning programme is designed to empower staff and/or students/trainees to challenge poor behaviours and help bring about cultural change.

Dates: June 30th, 11:00-12:15h (online)

Target group: All IBEC members

Training content:

- A video demonstrating bystander apathy
- Specific references to your reasons for running the training – such as staff survey data, policies or value frameworks
- Scenario discussion
- References to high profile examples of inappropriate / unacceptable behaviour
- Details of your internal support facilities, such as HR / DEI contact details, whistleblowing hotline and/or relevant policies and procedures

Each attendee receives our Active Bystander Toolkit booklet which contains the main techniques covered in the session. This is delivered in PDF format after each session.

Trainer: Fiona Edmondson, [The Active Bystander Training Company](#).

Inclusive Leadership in Hybrid Environments



myGwork

Navigate equity challenges across digital and physical workspaces. As hybrid work becomes permanent, new inclusion challenges have emerged around visibility, participation, and advancement opportunities.

Dates: September 15th (online)

Target group: All IBEC members

Training content:

This course equips leaders with strategies to ensure remote and in-office employees have equal access to mentorship, informal networks, and career development.

Participants learn to redesign meetings, performance evaluations, and team-building activities to prevent the creation of a two-tiered workforce.

Trainer: myGwork & Inclusive Group

[HEALTH & SAFETY AND WELLBEING]

Fire extinguishing and emergency response (Practical Training)

Build confidence through theory and practical training to respond safely and effectively to fire emergencies in any context.

Enable participants to effectively use extinguishing equipment designed for use without Personal Protective Equipment (extinguishers and fire hose reels), and develop the ability to assess the risk of an intervention and ensure the safety of themselves and their colleagues

Dates: 26th of January, 9:30 – 13:30 (in-person)

Target group: All IBEC members

Training content:

Theoretical Contents

- Principle of action: the why and how of fire
- Fire Triangle and Fire Tetrahedron
- Classification and types of fires (according to UNE standards)
- Extinguishing agents
- Extinguishing mechanisms
- Types and formats of fire extinguishers
- Operation of fire extinguishers:
 - Stored-pressure
 - Cartridge-operated
- Risk prevention and safety when using fire extinguishers

Practical Contents

- Handling and use of portable fire extinguishers
- Methodology for using extinguishers according to the type of extinguishing agent
- Practical exercises for fire attack with CO₂ extinguishers
- Use of fire hose reels (BIE) 25mm and/or 45mm
- Proper body positions
- Operation and reaction of spray nozzles
- Advancing and retreating with hoses
- Practical exercises for fire attack with BIE 25mm and/or 45mm
- Combined extinguishing (approaching the fire using a protective screen and extinguishing with the appropriate agent)

Trainer: ZONA RISK

First Aid in the workplace

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

Dates: 5th of February. 9:00 – 13:00, (in-person training)

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

Thriving as a woman in science: from impostor syndrome to empowered leadership



Women in science face unique challenges in environments that demand excellence, resilience and constant achievement. Beyond technical expertise, thriving in academia requires self-awareness, confidence and the ability to navigate complex power dynamics.

This interactive workshop, led by Dr. Miriam Bayés, invites participants to explore how to lead and grow with authenticity, overcoming self-doubt, recognising their personal sources of power and cultivating a sense of balance and purpose in their professional journey.

Through practical tools, guided reflection and peer connection, participants will strengthen their confidence, learn to use their influence effectively and develop strategies to thrive both personally and professionally.

Dates: 28th January, 9:30 – 13:30h / 14:30h – 17:30h (in-person)

Target group: All IBEC members.

Venue: Recinte la Maternitat, BIST

Training content:

- Understanding self-doubt and its impact in academic life
- Overcoming rumination and self criticism
- Setting barriers and assertive communication
- Reflective exercises and group sharing
- Recognising personal and positional sources of power
- Building confidence and authentic leadership
- Navigating gendered expectations and power dynamics
- Finding balance and resilience in demanding environments

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.

IBEC's culture of respect: Prevention and support Isn't optional. Guidelines for a safe workplace

To inform all IBEC staff about the definition and types of harassment, internal protocols for prevention and management of conflicts or inappropriate behaviour, and available support channels, ensuring a respectful and legally compliant work environment.

Dates: Self-paced

Duration: 1.5 hours (video-based course with test)

Target group: All IBEC members (Mandatory by legal requirement)

Language: English

Training content:

- Introduction to zero tolerance at IBEC: Our shared responsibility
- What is (and isn't) workplace harassment? Types of harassment
- IBEC's Procedures and Support Channels:
 - Protocol for the Prevention and Treatment of Harassment

- Procedure for the Management and prevention conflicts and inappropriate behaviours
- IBEC Ethical channel
- Our Inclusive Culture in Action:
 - DEI Plan
 - LGTBQAI+ Plan

Trainer: Health & Safety Team from IBEC in collaboration with Rebés-Ferrer, a team of over 40 lawyers and economists providing multidisciplinary legal advice nationally and internationally

Rewiring for Mental Resilience



Resilience can increase our job satisfaction, engagement, self-esteem and happiness at work. How do we rewire to preserve our mental wellbeing?

Dates: 3rd of June: 15:00 – 16:00, (online)

Target group: All IBEC members

Training content:

- This session will help attendees to understand what resilience is and how we can all safeguard and build our own resilience.
- We will explore our mental health and resilience and the signs to look out for in ourselves and others.

Trainer: myGwork & Inclusive Group

Health Workshop: How do you look after your Spine?

The objective of this practical workshop is to understand what causes vertebral blockages and spinal interferences, and how to prevent them.

Dates: 23rd of September, 10:00 – 12:00, (in-person)

Target group: All IBEC members

Training content:

This workshop focuses on helping us take care of our spine and thus prevent health problems in the future. Postural hygiene is emphasised, and participants will understand how the nervous system works and how to avoid interferences that prevent you from being at 100% of your capacities.

Through this workshop, you will identify everyday situations that are affecting your spine and learn how to improve these habits, as well as practical exercises to enhance postural hygiene at work.

Trainer: TBC

Mindfulness and stress reduction



A theoretical-practical program designed to facilitate self-awareness and self-care to reduce stress through mindfulness. This course is designed to facilitate an understanding of the process and develop personal skills to reduce stress. This course is divided in two sessions, to provide time to reflect and to put in practice all the concepts learnt. Participants should attend both sessions to take the most of this course.

Dates: September 29th & October 6th, 8 hours (in-person)

Venue: Recinte la Maternitat, room TBC

Target group: All IBEC members

Training content:

Part 1: MINDFULNESS AND STRESS REDUCTION, 4-hour session

- Mindfulness and self-awareness: The attention triangle and the "Earthling" exercise to reduce cognitive rumination.
- Body exploration: Training deep relaxation to reduce discomfort.
- Emotion management: How to recognize and manage the 4 basic emotions.
- Emotional regulation (Tich Nath Hahn model) in 5 steps.
- Training plan between sessions and self-diagnosis (identify your stressors and typical behaviors).

Part 2: COPING STRATEGIES, 4-hour session (on another day)

- Guided meditation, discussion about insights gained, and connection to the previous session.
- The 4 elements for stress management and building a resilient personality.

- The circle of control: The difference between reactivity and proactivity.
- Time thieves: How to change attitudes regarding time use.
- Time management: Focusing on the important instead of the urgent.
- The 7 habits for well-being and final recommendations.

Trainer: **Andrés Martín Asuero**, Director of Instituto esMindfulness holds a degree in Science, an MBA, and a PhD in Psychology

Specialising in mindfulness programmes for stress reduction, leadership, and organisational learning, he collaborates with companies, hospitals, and universities, delivering seminars to over a thousand people annually.

How to Work Safely with Biological Agents and Biological Samples

IBEC has to declare to the authority 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: 1st of October, 11:00 to 13:00, (in-person)

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. And since October 2025, she continue holding the same position but in the Department of Electronic and Biomedical Engineering (Physics Faculty UB). She is the Biosafety Officer at IBEC.

Basic laser and UV source safety course

Laser and UV Safety Awareness Training. This training session ensures that personnel who may come into contact with laser &UV light systems have the necessary knowledge to protect themselves and others from the risks of accidental exposure to Class 3R, 3B, and 4 lasers.

Dates: TBC, (in-person)

Target group: personnel who may come into contact with laser &UV light systems (up to 10)

Training content:

- Introduction
- Risks of optical radiation
- Classification of light sources
- Laser risk
- Risk assessment
- Collective and individual eye protection

Trainer: ProcareLight

Health & Safety Laboratory Course

To provide research staff and students with detailed knowledge of legal requirements, workplace risks, and emergency procedures in the laboratory, ensuring safe practices and compliance with current regulations.

Date: Self-paced all year from February 2026

Modality: E-learning

Duration: 2 hours

Target group: All new research staff and students/collaborators with stays longer than 3 months

Training Content:

- Legal aspects of occupational risk prevention (PRL)
- Workplace-specific risks in research laboratories
- Emergency procedures
- Includes an evaluation test; participants must pass with at least 80%

Trainer: Health & Safety team from IBEC

Health & Safety Office Course

To provide administrative staff and students with detailed knowledge of legal requirements, workplace risks, and emergency procedures in office environments, ensuring safe practices and compliance with current regulations.

Date: Self-paced all year from September 2026

Modality: E-learning

Duration: 2 hours

Target group: All new administrative/office staff and students/collaborators with stays longer than 3 months

Training Content:

- Legal aspects of occupational risk prevention (PRL)
- Workplace-specific risks in office areas
- Emergency procedures
- Includes an evaluation test; participants must pass with at least 80%

Trainer: Health & Safety team from IBEC

[LANGUAGES]

Spanish for Beginners (Online Group & Platform)

Non-Spanish speakers working at IBEC will have the opportunity to participate in interactive group sessions with an expert instructor, along with full access to the Ari learning platform.

This is a collaborative language training programme for small groups. Please note that if you miss three classes, your place will be reassigned to the next person on the waiting list, so please check your availability carefully before applying.

Target group: The course is aimed at Non-Spanish speakers with a beginner's level. Maximum 4 participants.

Dates & Format:

- **Format:** Group classes delivered through a specialised online language-learning platform enhanced with AI-supported learning tools, combining live sessions with guided digital practice.
- **Live sessions:** from 4th March to 8th July 2026. Wednesdays from 13:00 - 14:00h. 18 hours in total
- **Platform access:** Participants will have access to the platform from March to July 2026.

Before the course starts: All participants will complete a level assessment test supported by the digital platform to ensure accurate group placement.

Methodology & use of AI:

- Integrated methodology combining oral expression, written expression and grammar.
- The course does not strictly follow a single textbook, allowing instructors to adapt contents dynamically to the group's needs.

The AI-supported platform provides:

- Adaptive exercises based on individual progress
- Feedback on grammar and vocabulary
- Personalised reinforcement activities between sessions
- Progress tracking for both learners and instructor

Evaluation: Participants will complete an evaluation test based on course contents.

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

Trainer: Clasing

English Intermediate or Upper Level (Online Group & platform)

English speakers with a B2+ level working at IBEC will have the opportunity to participate in interactive group sessions with an expert instructor, along with full access to the Ari learning platform.

Before the course starts: All participants will complete a level assessment test supported by the digital platform to ensure accurate group placement.

This is a collaborative language training programme for small groups. Please note that if you miss three classes, your place will be reassigned to the next person on the waiting list, so please check your availability carefully before applying.

Target group: The course is aimed to IBEC members with an intermediate or upper level. Maximum 4 participants.

Dates & Format:

- **Format:** Group classes delivered through a specialised online language-learning platform enhanced with AI-supported learning tools, combining live sessions with guided digital practice.
- **Live sessions:** from 4th March to 8th July 2026. Wednesdays from 13:00 - 14:00h. 18 hours in total
- **Platform access:** Participants will have access to the platform from March to July 2026.

Before the course starts: All participants will complete a level assessment test supported by the digital platform to ensure accurate group placement.

Methodology & use of AI:

- Integrated methodology combining oral expression, written expression and grammar.
- The course does not strictly follow a single textbook, allowing instructors to adapt contents dynamically to the group's needs.

The AI-supported platform provides:

- Adaptive exercises based on individual progress
- Feedback on grammar and vocabulary
- Personalised reinforcement activities between sessions
- Progress tracking for both learners and instructor

Evaluation: Participants will complete an evaluation test based on course contents.

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

Trainer: Clasing

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 13:00 – 14:30). 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.

Trainer: Experienced native speaker teachers from the language school Oxford House.

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 People Management Unit 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