



Leadership for the Bench Level Scientist And Lessons Learned from My Journey from the Bench to the Boss

2023 IACT Workshop

Location: Charleston Marriott, Charleston, SC
Date: Friday, April 21, 2023 (Full Day)
Time: 8:00 AM – 5:00 PM

Workshop Chairs: Brian Hoey

Target Audience: Forensic practitioners and law enforcement with intermediate levels of experience

Abstract:

If you think about the numbers 6 and 9 written on this page, depending on which way you look at the page, you may see 6 and 9 or flip the page upside down and you will see a 9 and a 6. When we are bench scientists or front-line workers, we look at situations or circumstances perhaps in a much different way than our leaders do, we may see a 6 when our leader sees a 9. It is often challenging to be a follower and to see things through a leader's lens. During the first half of this workshop, we will discuss fundamentals of leadership, motivation, attributions and bias, stress, and communications and conflict. We will build a foundation of leadership concepts for the bench level scientist and make ourselves better followers and prepare for future leadership so we can see both the 6 and the 9.

During the second half of this workshop, we will build on the fundamental foundation of leadership and discuss the competence and character of becoming a better leader. My trajectory from bench scientist to Laboratory Director wasn't something that I actively sought. In fact, it happened rather organically, and I had a lot of luck. Unfortunately, I was a much better scientist than a leader and I screwed up a lot of humans in those early days. My early failures prompted me to learn and gain the competence and character to become a better leader. It doesn't matter whether you are a formal leader in your lab, community, or church; or the bench analyst that started last week, we all have the ability to influence human behavior and develop people around us. We never know when we are going to be called upon to be a formal leader and we need to be prepared. I was called upon to be a formal leader and I wasn't ready. I had to invest in learning leadership as much as I invested in learning science. In the second half of this workshop, we will go over some simple lessons that I learned and still find very important daily to hone and build our leadership skills and have the competence and character to lead.

Course Specifics:

The course fee includes registration, all course materials, attendance certificate, and breaks. Attendees will be responsible for travel, lodging, and meal expenses.

Agenda:

8:00 – 9:00: Introduction and Fundamentals of Leadership
9:00 – 9:15: Motivation, Attribution, Stress, Communication
9:15 – 9:30: Break
9:30 – 12:00: Motivation, Attribution, Stress, Communication (con't)
12:00 – 1:00: Lunch Break
1:00 – 3:00: 9 Leadership Lessons Learned

3:00 – 3:15: Break

3:15 – 5:00: 9 Leadership Lessons Learned (con't)