

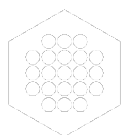
Meeting with Group Leaders

January 14, 2019

Zdenek Hostomský

Agenda

- Welcome New Group Leaders
- Research Core Facilities
- Additional employee benefits
 - Psychologist,
 - English pronunciation workshop,
 - Publication and presentation preparation – M.Hocek, P. Jungwirth
 - Coaching on people management skills
- Dream Chemistry Award – P. Jungwirth
- Upcoming events
- Miscellanea



Welcome new group leaders

- **Eva Kudová**

Targeted Research Group “Neurosteroids”

- **Miloš Polášek**

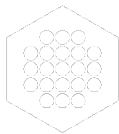
Targeted Research Group “Coordination Chemistry”

- **Jiří Kaleta**

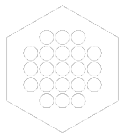
Junior Research Group “Molecular Devices”

- **Pavel Šácha**

Service Group “IOCB Compound Library”



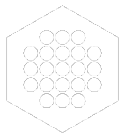
Research Core Facilities



- Initiative of the IOCB Board
- Coordinated by Pavlína Maloy Řezáčová
- Complement existing Research Service Groups and Service Groups

Research core facilities

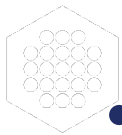
- small units usually consisting of 0.5-3 FTE
- embedded in the research groups
- operates special equipment used by many users within the institute
- institute supports facilities by personal costs, operational costs, repair costs and equipment upgrades



Research core facilities

How RCF is established, evaluated and terminated?

- can be opened upon demand of users by formal application to the IOCB Board and subsequent negotiation with the Director.
- submits a yearly report which should contain information documenting the usage of the core facility, achievements and acknowledgements from users.
- research core facilities can be closed if the demand from IOCB users ceases



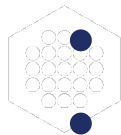
How RCF is financed?

- the budget of a research facility is negotiated with the Director and may consist of personal costs, operational costs, and repair costs.

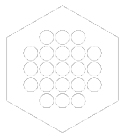
Research core facilities

Based on the proposals presented during the series of presentations, the following research core facilities are proposed to be opened and financing conditions should be negotiated with the Director:

- SPR, IT calorimetry and AlphaScreen hosted by J. Konvalinka group
- Thermophoresis hosted by M. Mareš group
- Computations in chemistry and biology hosted by P. Jungwirth group
- Transmission electron microscopy hosted by I. Pichová group
- Scanning electron microscopy hosted by I. Starý group
- The confocal microscopy hosting group has still to be announced.



Additional Employee Benefits



Czech lessons on site

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Intended for our international employees who are interested improving their Czech language skills.

36 people expressed interest so far

A professional tutor has been identified who would be coming to IOCB, saving time and increase motivation for our employees

The courses will start in February 2019

The students have been divided into groups and assigned specific days and times

A contract with the tutor is being prepared

Czech language classes – organized by IOCB



New benefit for international employees at IOCB.

Starting: February 2019 – June 2019 (summer semester)

Where: IOCB (building A)

Frequency: beginners – twice a week 45 minutes
intermediate and advanced – once a week

For more information please contact Aranka Rozinková



English pronunciation – Intensive personalized instruction ¹¹

Classes on site at IOCB (A 4.32)

A professional tutor, coming to IOCB:

Free to IOCB group leaders*

Individual one-on-one
20 minute sessions

Tuesday afternoons 4-6 pm
Thursday mornings 8-10 am

Please sign up with the director's
office (uochb@uochb.cas.cz)

James J. Tufano, PhD, CSCS*D
Assistant Professor - Strength and
Conditioning
Charles University, Faculty of Physical Education
and Sport
Department of Physiology and Biochemistry
José Martiho 31, room 324a
Prague, Czech Republic, 16252

Preparation for presentations and publications

Additional opportunity, to improve both English and presentation skills, suggested by James Tufano

Michal Hocek made me aware of a relatively expensive (15,000 GBP for a 2-day course) but a potentially useful course from the editors of Nature

Pavel Jungwirth advertised a free course on scholarly publishing at the upcoming ACS conference on February 6 at National Technical Library

<https://acsoncampus.acs.org/events/ntk-and-czechelib/>

Coaching on people management skills

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Especially junior group leaders

A professional coach available – can be conducted in English

Starting potentially on January 29, 2019

SIX STAGES OF COACHING AND LEADERSHIP COURSE

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1. Teaching Coaching Mentoring Counseling (Learning Skills) (group)

Teaching and training involve an expert teacher who imparts knowledge to their students involves the belief that the individual has the answers to their own problems within them.

Coaching involves the belief that the individual has the answers to their own problems within them.

Mentoring is similar to coaching. There is general agreement that a mentor is a guide who helps someone to learn or develop faster than they might do alone.

Counselling is closer to a therapeutic intervention. It focuses on the past, helping the individual to overcome barriers and issues from their past and move on.

SIX STAGES OF COACHING AND LEADERSHIP COURSE

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2. “On the job coaching” (individual)

Helping with career development. Individual coaching sessions simulating the actual job.

On the job training offers employees a chance to use a range of tools, resources and methods to better understand their role and perform their duties effectively. It is a relatively low-cost method but highly efficient. It is especially strongly recommended for the new recruits.

3. One on One Coaching (individual)

The general idea is that the employee receives dedicated coaching feedback sessions with the coach of which half the time can be dedicated to topics they'd like to discuss. The other half of the coaching session will be the consultant's time to focus on ways to improve individual performance with the employee.

SIX STAGES OF COACHING AND LEADERSHIP COURSE

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4. Leadership Skills (group)

- Strategic Thinking Skills
- Planning and Delivery Skills
- People Management Skills
- Change Management Skills
- Communication Skills
- Persuasion and Influencing Skills

5. Leadership Styles (group)

- Commanding – ‘do as I say’
- Pace setting – ‘do as I do, right now’
- Authoritative – ‘come with me’
- Affiliative – ‘people come first’
- Democratic – ‘what do you think?’
- Coaching – ‘try it and see’

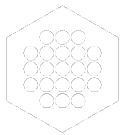
6. Team Roles Test (group)

In order to understand better the natural leadership skills and team roles, Dr.M.Belbin discovered that there are nine Clusters of Behavior – in other words, Team Roles.

The test is bringing an excellent opportunity for each participant to know better his/her skills and style. It is also very attractive and with an interesting outcome for the participants as well as for the coach/trainer.

Dream Chemistry Award

Pavel Jungwirth



Miscellanea

Upcoming events

- Panel meeting between scientists and administration - February
- General assembly of IOCB employees
January 28, at National Technical Library
- American Chemical Society – special publishing and networking event
February 6, at National Technical Library

Mtgs w GLs - 2019 Schedule



- January 14
- February 18
- March 18
- April 15
- May 13
- June 17
- September 9
- October 14
- November 11
- December 16

Always on Mondays at 10:00 am in the Director's Boardroom A4.01