

Teampplay

Establishing a culture and environment of trust where people feel confident and behave authentic is the most effective instrument in letting your people flourish.

People respond in predictable ways to their environment

If people do not trust their boss, their colleagues or their students they will find a way to cope with the situation, either consciously or unconsciously; they adopt a survival mode. However, if people trust the environment in which they operate, they will open up, reveal who they are, what they can do and what they think.

Trust is the first step.

When people feel they are not valued, they will focus solely on their own. Their attitude becomes indifferent or changes to unproductive cosiness with colleagues and fellow students. However, when people do feel valued, they automatically start to grow to their full potential and work hard to realize their own goals.

Recognition is the second step.

When people's capabilities to work in a team are underused, they tend to deteriorate. Eagerness and energy to achieve goals together, go down. When you take care that people feel involved and committed, they start to intercreate and develop focus leading to high performance and impact of the whole team. Over time, involvement and commitment will integrate into dedication to the team and her goals.

Dedication is the third step.

For reaching their destination, animals cooperating in flocks share leadership and use less energy. Teams cooperating as flocks achieve more, needing less supervision. They are more appealing for new team members, financiers and students. For building a team acting as a flock, team members need insight in their self management and self leadership roles, as well as insight in each others strengths. When people are allowed to be authentic and add intuition, they understand and find each other easier, better and quicker. In this way, they naturally put the most fitted in the lead.

Natural cooperation is the final step.

Modern science is team work, and an authentic culture of trust and empowered members forms the best guarantee for synergy.

Who are we, and where can you find us?



SynCat Ac@demy
"for scientific leaders of the future"

is the organisation for education of

**SynCat@Beijing,
Synfuels China Technology Co. Ltd,
and Syngaschem BV**

Our goal is to help scientists deliver top research and education, by providing high quality scientific courses in the fundamentals underlying the research program of SynCat@Beijing, and to enable them in effective scientific leadership.

The SynCat Academy organises its activities mainly in Beijing-Huairou and Eindhoven, but on request also in other places in the world.

SynCat Scientific Leadership BV is a private company established in The Netherlands, under direction of Jan-Karel Felderhof and Hans Niemantsverdriet, which owns the rights of the scientific leadership program.

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Scientific Leaders

Raise your profile in **RESEARCH** and **EDUCATION**
by creating a high impact team



SynCat Ac@demy

Authentically enhance Teampplay, Self Leadership and Competences of your students and team members.

Strategy Development

Cooperation and Partnering

Supervision and Coaching

Presenting your Science in Publications, Lectures and Posters

Acquisition of Funding

Self Leadership and Self Management

We all operate in the same dimensions such as feeling, thinking, doing and driving for results, but how can we apply these to their full potential?

People interact in simple ways with others

All people have basic needs:

- To feel connected and recognized.
- To be emotionally independent in taking responsibilities.
- To enjoy what they are doing.

We all strive to be 'complete' human beings, to be 'whole'.

When our environment or we ourselves do not allow us to be 'whole,' we become unbalanced, for instance, we lean on others and let the other determine what we do, or we go our own way, isolate ourselves and miss the benefit of synergy in team work. All these reactions to unfulfilled basic needs have as result that we feel uncomfortable and not happy about our position.

Self leadership teaches us to find a balance between:

- Our authentic, intuitive connection with ourselves and others, based on our personal character (the "Self")
- Our independent individuality (the "I")
- Our feelings of well being, joy, inspiration and fulfillment (the "Spirit")

Self leadership shows us how to direct ourselves and to do the right things.

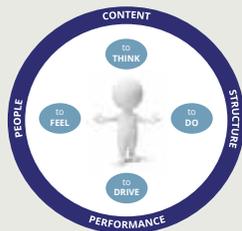
In addition to doing the right things, we also have to do things right. For this we need self management.

Self management teaches us to find our balance in performing our daily activities between the dimensions of

- Structure; to have consistency and be efficient in our daily routines.
- Content; or knowledge, as the basis of our professionalism.
- Results; to achieve our objectives.
- People; to manage contacts, to coach, to cooperate and to build networks.

Self management shows us how to perform.

Self Management



Our four basic, authentic personal dimensions, - feel, think, do, drive - are the source of our four dynamic performance dimensions - people, content, structure, results.

Competences of Scientific Leadership

Of course, there are many skills that a scientific leader needs. We all can learn and apply these skills as routines and tricks, but will they work? When we are authentic, balanced and self confident, we rely on insight which we incorporate in our authentic behavior as a self leader. By training skills on natural insight and behavior, skills work. In this way we connect automatically and naturally with our students, colleagues, bosses and external contacts.

Suppose you are leading or starting a group in a University or a Research Institute. You have one or more students, technicians, post docs or even senior scientists.

How do you make this a successful team, with students that graduate with excellent MSc and PhD theses, postdocs who leave as qualified researchers ready for their next step in academic life, and contributions to science that attract the attention of your peers, and publications that are cited?

Vision – Mission – Strategy

Modern science is team work. Can you formulate your vision and your mission in research and education, and your strategy to achieve your goals? A crystal clear vision, mission and strategy, shared by your team members is crucial for building a successful research group.

Presenting Science: Teaching, Presentations, Publications and Posters

Successfully conveying knowledge requires insight in how audiences absorb information and clarity of your message: So what is it? And how will students, readers, conference delegates, etc. understand your message best, so they remember and act upon it?

Research and Development

What are your true drivers? What do you see as your challenges? What does your intuition tell you? What do your peers in the scientific community regard as necessary? Why are your research challenges important so others should spend valuable time and resources on it?

Supervision, Coaching and Partnering

How do you inspire others such that they will realize their potential as student or postdoc, and at the same time contribute optimally to the mission of your group? How do you engage in effective partnerships based on mutual trust? How do you know that you can trust the other? Are you merely complementary, or also able to bridge?

Skills for Daily Affairs and Organization

How to keep well balanced in the world of demanding schedules and long work hours of an academic group leader, by setting clear priorities, boundaries, and involving your team members, on the basis of an appropriate set of skills, including proper time and project management. And how to avoid a burn-out?

Grant Applications and Funding

Writing successful grant applications requires having a crystal clear picture of your mission and vision, and profound knowledge of what your scientific community perceives as necessary breakthroughs and challenges. Successful proposals will of course help you realizing your scientific dreams, but poorly presented proposals can come with a reputation penalty that you want to avoid.

Program Options

We offer Teamplay, Self Leadership and Self Management and the Competences as separate modules. Our advise is to start with an introductory module.

Short Introduction to Scientific Leadership

Program from 15.00 h to 21.00 hours including a dinner.

Different elements of scientific leadership are addressed in small discussion groups, which makes the course lively, inspiring and directly applicable. To the point introductions give a clear overview and insight. Reflection with experts gives customized understanding. *Price € 350,- ex VAT per person.*

Full day Introduction to Scientific Leadership

Program from 09.00 h to 20.30 hours including a dinner buffet with interactive lectures and exercises. Price € 450,- ex VAT per person.

Two-Day Interactive Course Scientific Leadership (2 days)

This course is ideally suited for academic groups with 8-15 participants, such as research groups, young faculty, etc. Taught in an interactive setting, with many personal and small group assignments. Can also be used for team building in existing groups. A syllabus with the main points plus a workbook is available. The course delivers direct results for the team performance and achievements. *Price: € 9.000,- ex VAT per course.*