



## How to best attract talented researchers?

### Regional Workshop

TALLINK Spa & Conference Hotel, Sadama 11a, 10111 Tallinn, Estonia

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# Tips and tricks to make your implementation a success

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*My presentations are published on <http://orbi.ulg.ac.be>, the ULiège Open Repository*



# Brewing is known for years...

Ninkasi is the Goddess of beer



She was born of "sparkling fresh water". She is the goddess made to "satisfy the desire" and "sate the heart." She would prepare the beverage daily.



*A Mesopotamia text (3000 B.C.) showing calculations of basic ingredients required for the production of different types of beer.*

# And we are beer lovers...



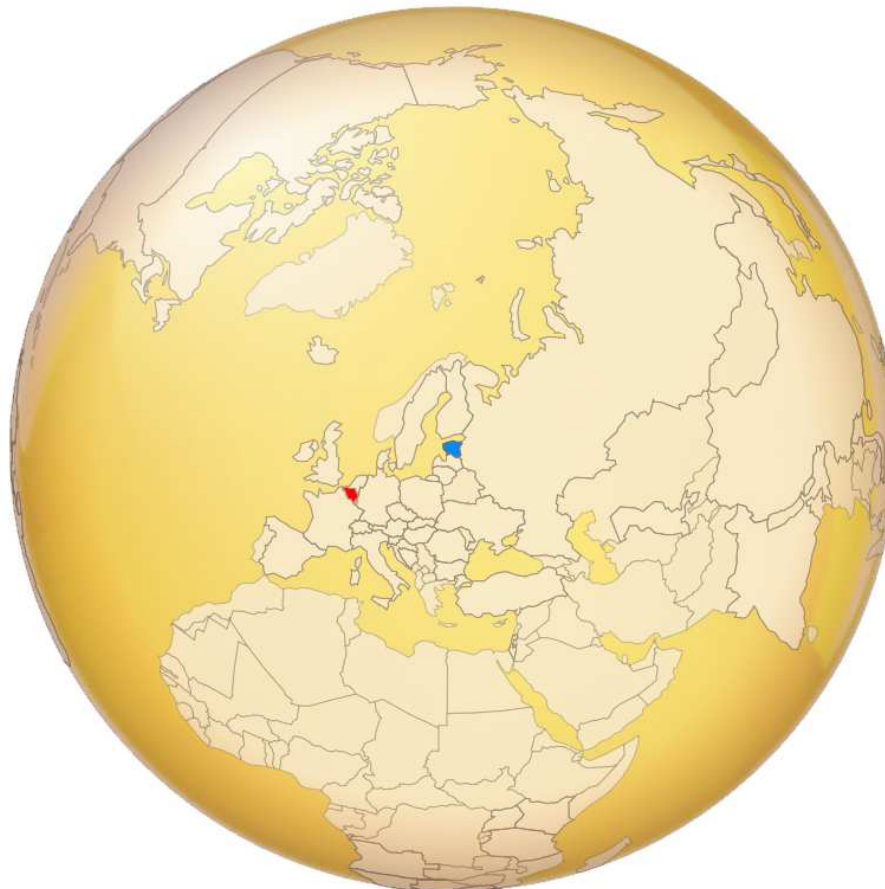
04 Estonie

102.4 litres par personne



18 Belgique

74 litres par personne



01. République tchèque	148.6
02. Autriche	107.8
03. Allemagne	106.1
<b>04. Estonie</b>	102.4
05. Pologne	98.5
06. Irlande	98.3
07. Croatie	85.9
08. Venezuela	85.5
09. Finlande	84.2
10. Roumanie	83.2
11. Australie	83.1
12. Panama	82.3
13. Slovénie	80.1
14. Etats-Unis	77.1
15. Bulgarie	76.8
16. Pays-Bas	75.7
17. Russie	74.1
<b>18. Belgique</b>	74
19. Lituanie	72.5
20. Hongrie	71.3

HRS4R is just like... brewing!



**Do it as a great project!**



# You still have the equipment

- ✓ Willingness to ensure that the relations with the researchers is conducive to successful performance in research
- ✓ Knowledge of what you achieved and what is still on track
- ✓ Structure, possibilities and competencies to improve the working conditions of the researchers



You have the driving forces





# You can find the key ingredients



All beer is made from these four basic ingredients that are mixed together in varying quantities and at various points in the brewing process. Water enables the process, malts from grains add sweetness, yeast consumes sugar to make the alcohol, hops add many things, among them bitterness, aroma and flavor.

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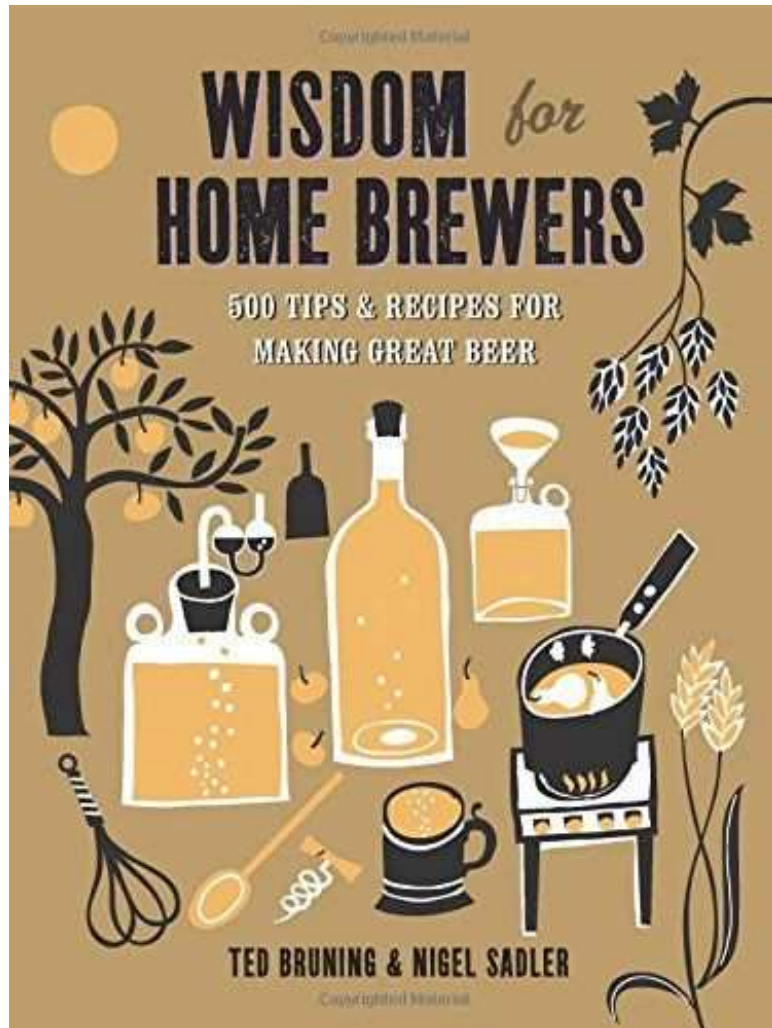
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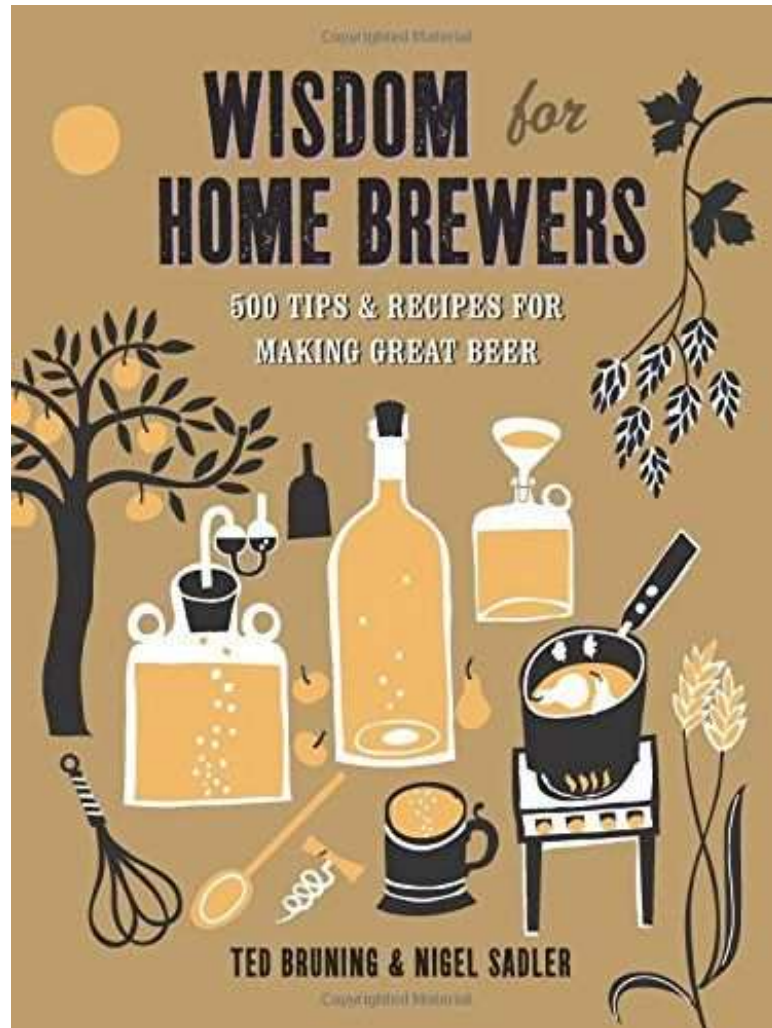
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# Beyond the recipe ...



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## The secrets from the Belgian Trappists



# 1. Starting of the process



- ✓ Endorse the Charter & Code
- ✓ Commit strongly to the process
- ✓ Include it in the organisation's strategy
  
- ✓ Create the steering committee
- ✓ Create the working group
- ✓ Involve the researchers
- ✓ Give responsibility and mission
  
- ✓ Inform your community



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« Be confident in the process »

## 2. Bottom-up & Top-down



- ✓ Know about the tools and templates
- ✓ Include the input from the researchers
  - Survey (on pertinent questions)
  - Focus groups
  - Interviews
  - Discriminate between R1,2,3,4
  - Don't be selective at this point
- ✓ Involve other stakeholders if any

## 2. Bottom-up & Top-down



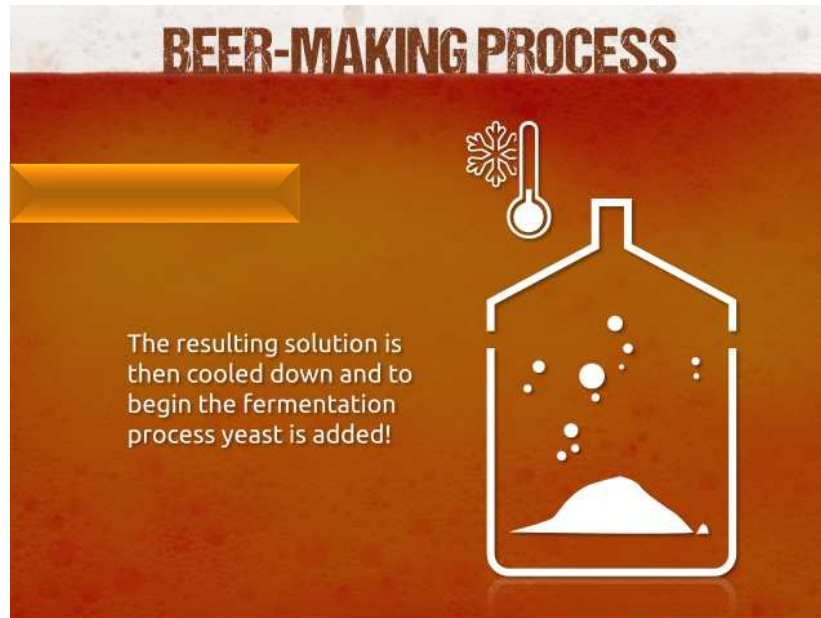
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« The beer lovers count »

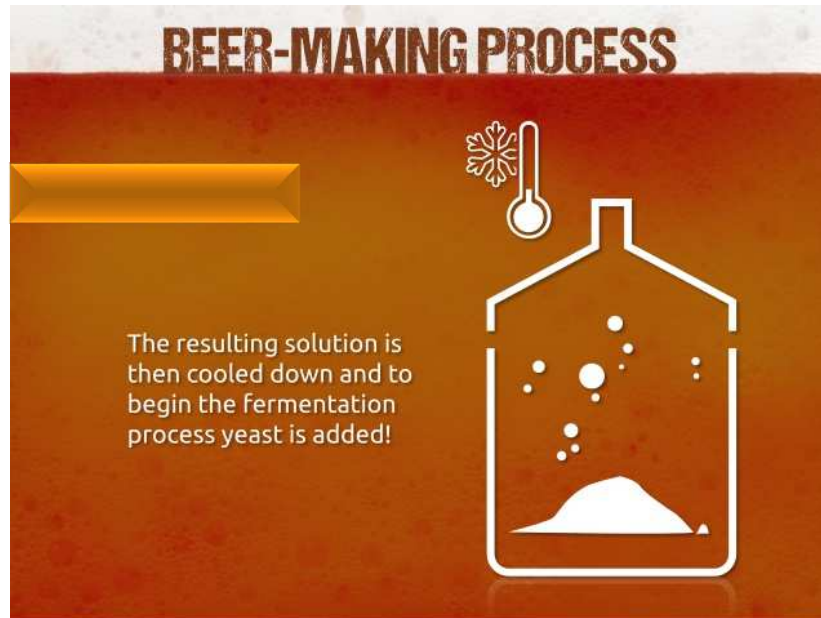


# 3. Gap analysis



- ✓ Review each of the principles
- ✓ Describe all the gaps
- ✓ Imagine potential actions
- ✓ Check the OTM-R list
  
- ✓ Fill Template 1
  - ✓ Describe the process
  - ✓ Fill the table with principles
  - ✓ Fill the OTM-R checklist
  
- ✓ Ask feedback from the researchers

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« Verify each parameter »

# 4. Action plan



- ✓ Select priorities for action (short term, mid-term, long term)
- ✓ Define who will be responsible of what
- ✓ Define milestones and indicators
  
- ✓ Fill Template 2
- ✓ Summarize your strengths and weaknesses (gaps analysis)
- ✓ Describe the implementation process
  
- ✓ Ask feedback from the researchers



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« Not too much alcohol »

# 5. Finalize the process



- ✓ Request approval from the board
- ✓ Disseminate to the community
- ✓ Publish Template 2 on your web site
- ✓ Apply to the award

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« Choose the right bottle »





HR EXCELLENCE IN RESEARCH





« Terviseks! »



HR EXCELLENCE IN RESEARCH



# Then the real work begins ...



- ✓ Do what you plan to do
  - ✓ Stop regularly and analyse your progress
  - ✓ Explain divergences
  - ✓ Update the Action plan and gap analysis
  - ✓ Communicate to the community
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- ✓ Work more and more on OTM-R
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- ✓ Proceed to intermediate assessment
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« Adapt the recipe  
to your liking »