

Researcher Development: What Works?

- Use of informal networks
- Use of research language
- Mentoring – externals or academic innovators
- Avoiding business planning
- Use hooks – food
- Research impact case studies
- Guest speakers and case studies
- Business Model Canvas
- Supervisor endorsement
- Contextualised training
- Using early adopters
- Peer learning
- Separating from day jobs
- Intensive learning
- Larger bootcamps/competitions
- Virtual learning online
- EngD Programmes (Industry focused, intrapreneurship focused)

Researcher Development: What Doesn't Work?

- Treating them as undergraduates
- Travelling across campus
- Offering career coaching
- Using RDF en bloc
- Ad hoc, unconnected sessions
- Limited buy-in for participants
- University 'business' language
- Assuming they want to exit academia (or vice-versa)
- Hand waving
- Lack of focus
- Assuming they are a common group
- Not understanding their expectations

Researcher Development: Examples of Good Practice

- iTeams (Cambridge)
- UG and PG collaboration
- Real Challenges as Consultants
- Alumni engagement
- Seed Fund - 3 months out for researchers to develop ideas
- ACTION (Newcastle)
- Cross-disciplinary/institutional collaboration
- TalentPool
- NU2EU - Senior researchers year-long (6 days) covering funding, product, market, sharing, resources
- New Scientist Commercialisation Challenges (Bristol)
- Summer school models
- SET² (Bath, Bristol, Exeter, Southampton, Surrey)
- Researcher 2 Innovator
- Pitching and useful feedback