Scottish Research Leaders Network

Purpose

The Scottish Research Leaders Network is a collaborative initiative advancing research leadership across Scottish Higher Education Institutions (HEIs). The network aims to make research leadership training accessible and available to all Scottish researchers and build a connected community of research leaders who collectively strengthen Scotland's research cultures.

Drawing on resources provided by the UKRI Future Leaders Fellows Development Network (FLFDN) for research leadership, participants will benefit from the collective expertise of facilitators and opportunities to connect and learn from peers across Scottish HEIs. The network is open to all staff in participating institutions who are aspiring, new or established research leaders.

The Scottish Research Leaders Network will launch in January 2026, with short monthly online sessions. Attendance is optional, and each session will provide tools and ideas for leadership and the opportunity for peer learning and networking. Part of the session will be recorded to create a sustainable resource that participants can revisit and use beyond the live programme. As an optional extra, individual institutions may run a cohort integrated with the sessions.

Scottish Research Leaders Network

Programme Schedule 2026

Date (11:00-12:30)	Title	Details	Booking Link
Tue 20th Jan	**Building self-awareness for leadership**	Great leadership begins with a strong sense of self, a prerequisite for effective and authentic team leadership. Leaders need to understand their own drivers and motivators, and how they might perceive and respond to others. This event aims to provide tools to build self-awareness for enhanced leadership and efficacy in research.	**Register**
Tue 17th Feb	**Self-doubt and the inner-critic**	It is particularly common for research leaders to have a strong inner critic and imposter feelings, which can impede progress. This event aims to equip leaders with a greater understanding of why they might experience self-doubt, and how to reduce or manage their inner critic to enhance performance.	**Register**
Mon 16th Mar	**Building effective research teams**	Building and maintaining research teams and addressing team dysfunction are essential aspects of delivering successful research projects. Teams need to develop before they can perform, and this takes time, energy and leadership. This event aims to provide an overview of three key models for building effective teams and understanding team dysfunction, supporting leaders to understand team development stages and consider practical things that leaders can do and say to prevent team dysfunction.	**Register**
Tue 21st Apr	**Situational leadership and motivating others**	Good leadership often entails a degree of agility – the willingness and ability to change approach, based on the ever-emerging picture of what our teamor individuals are needing, wanting, expecting. Good leaders also need to understand what motivates others to support individuals to deliver on tasks and achieve goals. This event aims to provide two frameworks to help leaders decide which leadership style to use and when, as well as outline key theories of motivation to support others to deliver on tasks.	**Register**
Tue 19th May	**Coaching and delegation**	As leaders we cannot know everything or have all the answers. Using coaching approaches helps our team to help themselves, enabling them to find answers for themselves. This event aims to introduce active listening, provide frameworks for how you can use coaching approaches in your conversations, and explore a model for developing others for effective delegation of tasks.	**Register**
Tue 15th Sep	**Challenging conversations and non-violent communications**	As research leaders, giving feedback and having important conversations are some of the more important elements of managing others. Having important and respectful conversations requires very careful planning to make them effective. This event aims to provide a useful planning structure for having challenging or important conversations, and outlines an approach to promote honest and respectful dialogue.	**Register**
Tue 20th Oct	**Values and vision in research**	It is important for leaders to understand and articulate their values, as this will impact the types of research projects they undertake and the types of cultures they create. Leaders also need to be able to articulate their research vision in a single narrative, which others such as their teams or funders will be able to understand and buy into. This event aims to provide tools for uncovering individual and collective values and looks at ways to effectively define and articulate a research vision, helping leaders to bring others with them toward a common goal.	**Register**
Tue 17th Nov	**Strategic thinking and planning for research**	Leadership requires us to know where we are heading, scan the horizon, and plan for the future. It involves planning, prioritising, and adapting your research to achieve specific, well-defined objectives, rather than conducting research in an ad-hoc or reactive manner. This event aims to explore tools and techniques to help researchers define their future goals, prioritise activities, and horizon scan to prepare for the future.	**Register**

These sessions are based on the Future Leaders Fellows Development Network leadership retreat materials, developed by Tracey Stead and Steve Joy, funded by UKRI, and shared under a CC-BY-NC licence.

hellosrln@outlook.com