

## **Report on the workshop “Leading large scientific projects”**

The leadership workshop began with a panel discussion. Panel members were Anne Giblin, Mary Spivey, Peter Groffman, Eric Lind, Sarah Hobbie and Phil Robertson. Each panel member discussed what formal or informal leadership training they had experienced. Of the panel members, only Phil Robertson had received any formal training in leadership which was a workshop in conflict resolution. This training was provided to him because he was president of the local school board. Several panel members had received communications trainings. Then the panel and the audience had a lively discussion on how one could train for leadership roles, the difference between management and leadership, and best practices for transferring leadership of LTER and other large projects. Similar to the panel, few people in the audience had ever had formal leadership training. Those that had felt it had been useful. Serving on boards of scientific societies, studying people who are good leaders, and coaching youth sports were other ways that people had felt had helped them train for leadership.

One outcome of the workshop was that nearly everyone felt that formal leadership training was valuable but it is not widely available to scientists. A few Universities are now doing this but even then, they often only target grad students. One suggestion was that the network and scientific societies look for ways to offer this training to people at all levels, but especially early career scientists. LTERs should also work actively to engage and mentor younger scientists in leadership roles.

Submitted by Anne Giblin and Mary Spivey