

September 22, 2026

9:30-13:30 | WORKSHOP
Main session

Foundations of Effective and
Inclusive Supervision
development

9.30 -10.30

The Role of a Supervisor

- Supervision vs mentoring
- Setting expectations and agreements
- Aligning goals
- Boundaries and responsibilities

10:50 - 12:20

Handling Challenging Situations

- Responding to underperformance
- Feedback conversations
- Managing difficult conversations
- Navigating power dynamics

12:20 - 13:30

Inclusive Supervision Practices

- Supporting students facing invisible barriers
- Mental health concerns
- Psychological safety in research groups
- Cultural differences in supervision
- Gender & bias awareness

14:00-15:30 |
Optional session 1
Supervising
Masters students

- Management strategies for short projects
- Structuring short research stays
- Motivation & autonomy
- Assessment best practices

15:45-17:15 |
Optional session 2
Supervising
PhD students

- Long-term mentoring
- Career guidance (academic & non-academic paths)
- Co-authorship ethics
- Independence vs control

September 23, 2026

Postdoc
Day

9:30 | Welcome breakfast

10:00-12:00 | WORKSHOP

Build your independent
research identity

From being supervised to becoming
independent

- Transition from Execution to Leadership
- Build Visibility and Academic Reputation
- Produce a Personal Action Plan

12:00 | Social activity

13:00 | Networking lunch at the beach



What you are going to learn from the workshop?

- ✦ Articulate a clear and concise personal research vision
- ✦ Identify their unique expertise, niche, and emerging specialisation
- ✦ Communicate the transferable skills of supervision



Caroline
Broad

TRAINER

Caroline delivers interactive workshops for researchers, enhancing their productivity, collaboration skills and wellbeing.

Caroline gained her twenty years' experience facilitating teams and delivering skills training whilst working across sectors.

She has supported supervision and leadership skills development full time for the last twelve years as director of Broad Associates Ltd.

She has been designing and facilitating workshops for researchers and research-intensive organisations full time for the last twelve years, based on the understanding that everyone is a unique and capable person.

Caroline has worked with organisations such as the Institute of Marine Science, KAUST, University of Cambridge and Queens University Belfast and the UK National Health System. She encourages personal insight to build capability and achieve objectives, alongside a knowledge of communication and collaboration theories and organisational best practice.

Caroline lives near Cambridge. Caroline works with Action for Happiness, volunteering to co-run the local Happy Café and is an amateur potter.

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