

# TEAM SALTIRE MEETING

23 NOVEMBER 2022  
0930 - 1630



## PROGRAMME

Scottish Government  
Riaghaltas na h-Alba  
gov.scot

Scottish Funding Council  
Comhairle Maoineachaidh na h-Alba

Online

0845-0930 REGISTRATION

0930-0945 WELCOME & INTRODUCTION



**PROF BILL MACDONALD**

CEO, ScotCHEM



**MIKE CANTLAY OBE**

Chair, Scottish Funding Council

0945-1100 MASTERCLASSES SESSION 1

1100-1115 BREAK

1115-1200 KEYNOTE: THE VALUE OF KNOWLEDGE EXCHANGE



**KIRSTY HEWITSON**

Interim CEO, Innovate UK KTN

1200-1205 SCOTLAND & EUROPE



**MR JAMIE HEPBURN**

Minister for Higher Education & Further Education, Youth Employment & Training

1205-1215 GROUP PHOTO

1215-1315 LUNCH

1315-1430 MASTERCLASSES SESSION 2

1430-1445 BREAK

1445-1600 MASTERCLASSES SESSION 3

1600-1630 KEYNOTE: EMBEDDING EDI IN RESEARCH

1630-1635 CLOSING REMARKS

Enquiries: [ScotCHEM@st-andrews.ac.uk](mailto:ScotCHEM@st-andrews.ac.uk)

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## MASTERCLASS MENU



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### DREW ROWLANDS

Development Director, IVE

Working with leaders from a range of sectors, unlocking imagination so that problems can be seen as challenges and embracing creativity as a means of driving productivity

[in Profile](#)

### THE CREATIVE IMPERATIVE

"Creativity takes the process of imagination to another level. You could be imaginative all day long without anyone noticing.....to be creative, you have to do something. It involves putting your imagination to work to make something new, to come up with original solutions to problems, even to think of new problems or questions.'

Robinson, K. with Aronica, L. *The Element: How Finding Your Passion Changes Everything*. Penguin, 2010. See [http://issuu.com/iliuta/docs/the\\_element](http://issuu.com/iliuta/docs/the_element)

This session will focus on recognising the importance of creativity and how it can be nurtured individually, collaboratively and organisationally. To achieve this we will explore the thinking that underpins the creative process and the behaviours and climate that is needed in order to harness creativity effectively.



### LUCY BUTTERS

Founder, Elembie Ltd & Master Facilitator in Cultural Intelligence (CQ), with the Cultural Intelligence Centre, (Michigan, USA)

[in Profile](#)

### ENHANCE YOUR GLOBAL POTENTIAL WITH CULTURAL INTELLIGENCE

Research shows the most successful teams are diverse; as are the worst. Unless Cultural Intelligence is present. Then diverse teams are three times more effective on various indicators such as innovation and productivity. Diversity is a fact. How do you ensure you have the capacity to reap the potential benefits of working in diverse teams, with a diversity of stakeholders?

Cultural Intelligence is defined as the capability to work and relate effectively in diverse cultural contexts. Join this interactive workshop and learn what the four capabilities of CQ are, why it is important and tips and techniques to build your CQ.

To learn more about research on CQ visit [www.culturalq.com](http://www.culturalq.com)

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### MARC REID

UKRI Future Leaders Fellow & research leader, University of Strathclyde  
Author of *You Are Not a Fraud: A Scientist's Guide to the Imposter Phenomenon*

### YOU ARE NOT A FRAUD: AN INTERACTIVE GUIDE TO MANAGING THE IMPOSTER PHENOMENON

Those people to whom you compare yourself are every bit as superior as you believe them to be. They belong there. They know more than you. Your achievements don't count. Why bother? Give up. Go home...before you get found out. Sound familiar?

This is how you speak to yourself if you think you're going to be found out and thrown out of your workplace. This is how you speak to yourself when you think you're a phoney...but all of the evidence says otherwise. This is how you speak to yourself when you're suffering from the Imposter Phenomenon.

Marc will share some of the latest research behind and tools to manage the Imposter Phenomenon, and explore why it's NOT the Imposter 'Syndrome'! We can all understand how the Imposter Phenomenon might always be there...but it should never stop you doing exactly what you want to do.



### NICK BIBBY

Director, Scottish Policy & Research Exchange  
A policy engagement professional, working with academics and policymakers to help them better understand each other needs.

### CONSTRUCTING POLICY ENGAGEMENT IN PRAXIS

[in Profile](#)

It is possible to think of working with policymakers in purely operational terms – how to write a policy brief, which institution is the best to target. These things are useful to know but they're less than half the story.

Informing policy debate can be a career-long process. Achieving impact requires developing relationships that are grounded in trust and mutual understanding.

This workshop will draw on current research to identify suggestions as to how scholars can increase their involvement with policymakers and see their work contribute to policy, increasing its impact.

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### NIGEL HAWTIN

Scientific & data visual design expert  
Originally trained as a scientific and botanical illustrator before becoming  
Graphics editor of New Scientist

#### HOW DO I IMPROVE MY RESEARCH VISUALS AND MAKE THEM MORE EFFECTIVE?

"How do I go about explaining something or showing the data in a visual way?"

We will look at this question and think about how to make sure it makes sense to me and the reader whilst making it inviting to look at.

We will look at what elements make a good and effective visual - as well as what can ruin them. What to think about to achieve the best from the information using the elements available... from words and chart types, to colours, layout and medium and have a look at some applications that can help you in getting the best from your visuals.



### PENNIE STUART

Director, Adventurous Audio Ltd  
Communicator, broadcaster, presenter, documentary maker and blogger  
with more than 25 years' experience in programming with the BBC and in  
broad engagement across society

[in](#) [Profile](#)

#### CONNECTING WITH AUDIENCES - THE ART OF STORY- TELLING

"Whether you are connecting to an audience of your peers or a group of non-experts,, complex, technical information and concepts can be challenging to communicate.

Whatever your discipline, you can use the power of storytelling and a strong sense of the listener to not just communicate ideas but engage your audience with the ideas and their implications.

Join this session to hear how you can untangle even the most complex ideas into strong, clear, streamlined narratives and combine them with creative production to elevate your communications beyond your wildest expectations.

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### SARA ROBERTSON

Entrepreneurship Development Manager, Edinburgh Futures Institute  
Empowering people to contribute to their communities at work or beyond

#### LEADERSHIP & TEAMWORK

[in Profile](#)

Does leading a team come naturally to you or is it something you find challenging?

Do you find working independently more effective than teamwork? What can you do when a team's leader or participants are getting in the way of making progress?

Join this interactive session to discover the building blocks of great teams and learn simple and practical steps you can take to improve your own leadership and teamwork skills so you can spend less time on people problems and more time reaching your goals.

#### DECISION MAKING & TEAMWORK

Are you frustrated by autocracies in the workplace? When a team struggles with group decision-making, poor or delayed decisions lead to wasted time, talent, and resources.

Decision-making can sometimes feel like a magical, mystical process, but it's actually a science.

By involving others in the decision-making process, you create an opportunity for colleagues to share ideas, learn from each other, and work toward a common goal. In turn, you foster collaboration and help break down organizational silos.

If you're looking to help your team make better decisions together, you will want to join this interactive session to learn strategies on how to navigate the obstacles to effective group decision making.