



# Wetsus Personal Development Program **for PhD students**

**The aim of Wetsus is the development of talents and ideas, resulting in breakthrough technologies with high societal impact. To achieve this Wetsus brings together innovative companies and creative scientists to jointly operate a pioneering research program aiming at original solutions. Wetsus is organized around values and is characterized by minimal hierarchy and procedures. Wetsus nurses the following five core values that are actively promoted by the Wetsus management: innovation, partnership, joy, cooperation and reliability.**

As part of the value joy, Wetsus stimulates personal development. Personal development is needed to create a working place that brings people further in their career and life, inside and outside Wetsus. With such personal growth Wetsus challenges you and brings out the best of you.

This is crucial as Wetsus has a challenging goal that requires not only high scientific standards but also a high personal involvement. To work meaningful, commitment, spirit and free thinking are needed while curiosity, openness and astonishment are needed for groundbreaking accomplishments. Within the doctorate program of Wetsus, you do not only learn how to work as independent researcher but also how to have impact on science and society.

Wetsus designed a specific training program which supports and nourishes your personal development. Doing a PhD at Wetsus also means you commit yourself not only to science but also to the personal development program.



## self-reflection

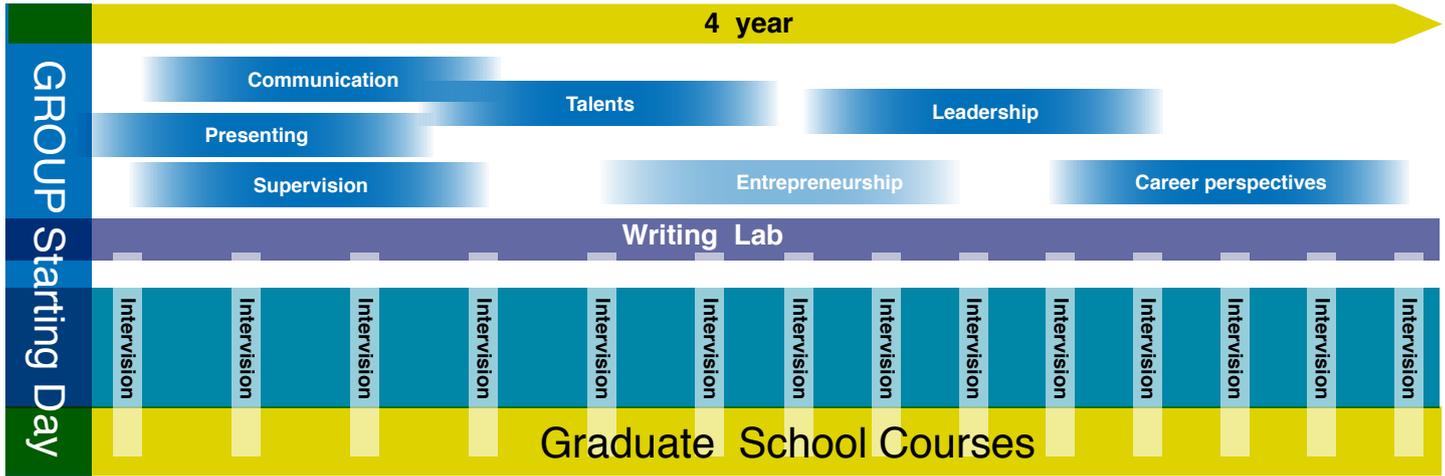
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Desire to know yourself

Self-reflection is a key element in the training program. The process of self-reflection is a continuous process, supported by the making and updating of a personal development plan and by intervision.

During your 4 year doctoral program you will follow the courses presented in the figure on the next page.





## What can you expect?

### Starting day

Shortly after your start, this day is organized. You take part at this day with other new PhD students that started in the same period. You will get to know each other better. As a group you will follow all the courses to strengthen your bond and getting more connected. Values & core qualities related to development will be discussed. A start will be made with self reflection, the personal development plan and intervension.

### Personal development plan

A personal development plan helps you to structure your thinking. We constantly plan and think in our head, but very often we miss important details and we don't create a realistic strategy to realize that plan. That's why many "plans" stay just in our dreams. A personal development plan is a process that consists of defining what is important to you, what you want to achieve, what strengths you already have that help to achieve your goals, and what you need to improve and develop with time. You will update your plan regularly during the 4 years of your PhD.



## values & incentives

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What is important for me?

### Intervision

Intervision is a method of learning from one another in a self-orienting way within a group of colleagues regarding everyday work issues. It also means a moment of rest and reflection in your busy work environment. Intervision is about asking questions, listening and questioning again. It requires an open attitude, it makes you curious and it is about interaction between people. Intervision will start with a short introduction course (2 hours). Afterwards you will organize the intervion sessions (1,5 hour) yourself with your group, once every 6-8 weeks. During the 1st year assistance is available to get familiarized with intervion in a structured and efficient way.

### Presentation 1&2

In this course you learn how to present with self-confidence and to feel comfortable at stage. It will be about body language, voice, breathing and eye contact and about improvisation. Also attention will be paid to the structure and technical requirements for a presentation. You will practice yourself and you can indicate what you want to improve.



## autonomy

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What am I responsible for?

### Communication

The communication course teaches you to identify the characteristics of different communication styles. It is a very practical 1-day course in which you identify your own communication style and practice with the other communication styles. By using the different styles you will notice that you are able to present, negotiate and cooperate better.



## talents

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What do I bring in?

### Supervision 1 & 2

During your PhD you will guide several students during their internship/master or bachelor thesis. During day 1 of this course you will learn how to write a student job description, how the Dutch education system works and you will be informed about administrative issues concerning

internship/thesis students at Wetsus. Day 2 is about managing differences (cultural, social, gender), setting expectations and motivating.



## connection

Who are my team mates?

### Writing lab

Already in your 1st year a start will be made with the writing lab. This lab is organized by experienced colleagues (post-docs) who will help you with the preparation of manuscripts for peer reviewed journal publication and give one-to-one assistance.

### Talents

In your 2nd year a talents course is organized. You will identify your top 5 strenghts and learn how to manage persons with specific talents and how to make use of talents in a team for greater team engagement and productivity.

### Leadership

In this course in your 3th year you will learn how to create working environments in which colleagues are inspired and

able to perform at their best. What you will understand about yourself, you will use to get the most out of others.

### Career perspectives

In the career perspectives in year 4 you will make use of everything you already learnt about your self (talents, communication styles, presentation skills, self-reflection) to focus on the next step in your career. The course will support you in a practical way with the necessary tools to apply for a job (CV, cover letter, job interviews).

### Individual Coaching

You can encounter periods of stress, uncertainty and unforeseen changes that overwhelm you. If you think you need a helping hand to guide you during those periods, an external coach can help you. You can contact your supervisor, HRM, program director or confidential advisor about the possibilities.

### Entrepreneurship

Wetsus likes to stimulate entrepreneurship of PhD students and therefore several business development courses are offered.



## ECTS

Most of the PhD students are also obliged to follow a training package offered by the Graduate School Program of their university. This training package needs a minimum number of ECTS study points (often 30 ECTS are needed). Most of the graduate schools also accept the personal development program of Wetsus. If you want to know how many credits you earn with the Wetsus personal development program, please ask the HRM-department.

## Testimonials

**“During the talent course, I realized that I’ve got some talents I wasn’t aware. I discovered that in certain occasions I used my stronger talents naturally, and this helps me to solve things out.”**

- Jordi Moreno

**“I liked the team work involved with my Wetsus colleagues during these courses. We learned from each other’s experience and built a supportive framework which was very helpful.”**

- Prashanth Kumar

**“If I combine all the courses I followed, I have learned few things that can make a high impact in my career. It’s all about knowing your added value to a group, useful techniques for self-development, how to appreciate others opinion, and how to see the same situation from a different angle.”**

- Mithun Chowdhury

**“In our field, I perceive we are very exposed to stress, frustration and burn outs. I think that these courses guide us on how to tackle this kind of drawbacks as we find them along our period as PhD students as well as our professional careers. Each course brings us a different insight. I find that the combination of this courses facilitates our growth as integral professionals and helps to have a comfortable working environment.”**

- Sebastian Canizales



For questions and more information about the personal development program please contact HRM.



Oostergoweg 9  
8911 MA Leeuwarden

058 - 2843000  
info@wetsus.nl



[www.wetsus.eu](http://www.wetsus.eu)



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