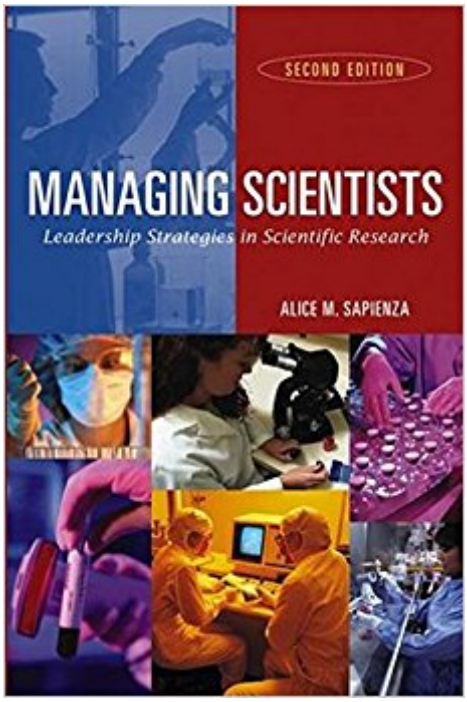
Managing Scientists: Leadership Strategies In Scientific Research



Synopsis

This updated edition provides managers with a practical guide focused on the particular management needs for research and development in biotechnology and pharmaceutical industries. It offers a way to improve the quality of interactions and creativity output in R&D, with real life case studies to illustrate key points.

Book Information

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Customer Reviews

"Managing Scientists is a useful lesson for new leaders with limited training or experience." (Black Enterprise Magazine, July 2005) "â |for any scientist who aspires to be a better leader or manager, of either projects or people or both, this book should be a very useful exploration." (Journal of Natural Products, February 2005) "...a good addition to libraries serving laboratories or other scientific organizations. There is enough new material to justify purchasing the new edition where the first may be on the shelf." (E-STREAMS, January 2005) "As the career paths of many scientists proceed through the laboratory to leadership and administration positionsâ |this book will provide beneficial insights to these scientists as they progress through the ranks." (Journal of Medicinal Chemistry, October 7, 2004) "This book discusses the difference between managing and leading, and why it is important to understand the distinction." (Vet Human Toxicology, 46 (4) August 2004)

As any scientist working in today’s research environment will tell you, poor management is more than a nuisance at the edges of laboratory work. Scientists are human beings first, and

ineffective leadership will wreak havoc. Labs will get thrown into turmoil, personality conflicts will undermine teamwork, discrimination will isolate group members, and the creativity so essential to truly great work will vanish. To say that leadership quality can make or break a research-driven organization is not an overstatement–it is the conclusion of scientists themselves. Managing Scientists: Leadership Strategies in Scientific Research, Second Edition is the only guide directed at the specific needs of the biotechnology and pharmaceutical research and development industries. It offers practical advice, including real-life case studies, on improving the quality of interactions and fostering creative output in an R&D setting. Moreover, this new Second Edition features primary data from surveys of expert panels of scientists on their perceptions of being led, including: Attributes of leaders that support novel science, particularly being caring and compassionate about those working for them The powerfully negative climate created by ineffective leaders, which stifles not only novel science but also basic collaboration within the lab The crucial importance of dealing with conflict quickly and effectively The need for skills in active listening These scientists also describe their own most difficult problems in leadership, such as: Balancing scientific efforts and administrative responsibilities Dealing with personality differences in the lab and between labs Motivating people Communicating effectively In addition to addressing topics brought up by the expert panel scientists, this Second Edition provides a new chapter on the issues faced by women scientists in industry and academia; expanded materials on the concepts of motivation, leadership, communication, conflict, and project management; and new case studies for the assessment of organizational culture. An invaluable go-to for developing the kind of leadership that makes great things possible, Managing Scientists, Second Edition provides a key resource to anyone managing scientific work in a life or medical science organization.

It’s often difficult to find texts regarding management theory specific to scientists and researchers; this book definitely fills that gap.This book covers many of the base constructs of any general management reference (e.g., conflict resolution), but does so from a well-referenced and scientific-method oriented approach. The author is careful to cite and explain the studies that underlie and justify her conclusions. Personally, I find this book particularly useful in that it provides analyses of both the personality types of scientists, as well as the environments that they might find themselves in, and how one can (will) affect the other. Scientists each have their own strengths and desires, and a manager must be careful not to award a new role outside of those (too easy to do if you want the same person to see through the start to end of a multi-year project with different phases). Given that a laboratory environment (and its goals) is often so different from that of an

office environment, this alone makes the book highly useful. Also helpful is the author's use of case studies as a vehicle for enhancing understanding of the provided principles. Check out the chapter list with 's "Click to look inside" function.This second version has new and expanded chapters, such as those relating to diversity, a section completely missing in the older, 1st edition.4/5 stars - I believe the book would be improved by a reduction in price; also, the writing style is a little dry.

The title might lead one to believe there are some unique insights into managing scientific organizations as compared or contrasted to other types of organizations.However, to me, the insights are not unique. They are helpful in general for any organizational circumstance.

Don't get me wrong, it's very informative, but it's not worth the price. I'm just glad I got it on and not at the college bookstore where they really would have ripped me off.

About halfway completed, via reading bits and pieces. The book highlights a lot of the problems in putting together an effective science group as a corporate entity. Of course, that issue is mainly personalities, and the risk aversion of upper mgmt. Very good examples of how not to do science, and specifically points out why so many corporate R+D groups fail.Get the lawyers, and sales, and marketers out of the Scientists way. Promote people who love their Science.

Endeavor: A Primer on Scientific Principles and Practice Diversity and the Tropical Rain Forest: A Scientific American Library Book (Scientific American Library Series) The Book on Managing Rental Properties: A Proven System for Finding, Screening, and Managing Tenants with Fewer Headaches and Maximum Profits The Book on Managing Rental Properties: A Proven System for Finding, Screening, and Managing Tenants With Fewer Headaches and Maximum Profit