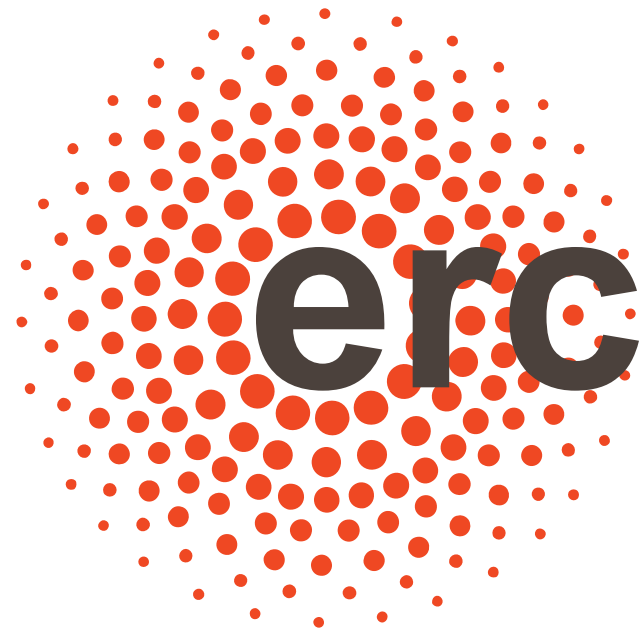


The European Research Council

Veronica WILLIAMS
ERC Executive Agency

Management of research projects
Paris, 2nd June 2017



ERC PIs – ERC project managers



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*Of all the thing I've done, the most vital is
coordinating the talents
of those who work for us and pointing them
towards a certain goal*

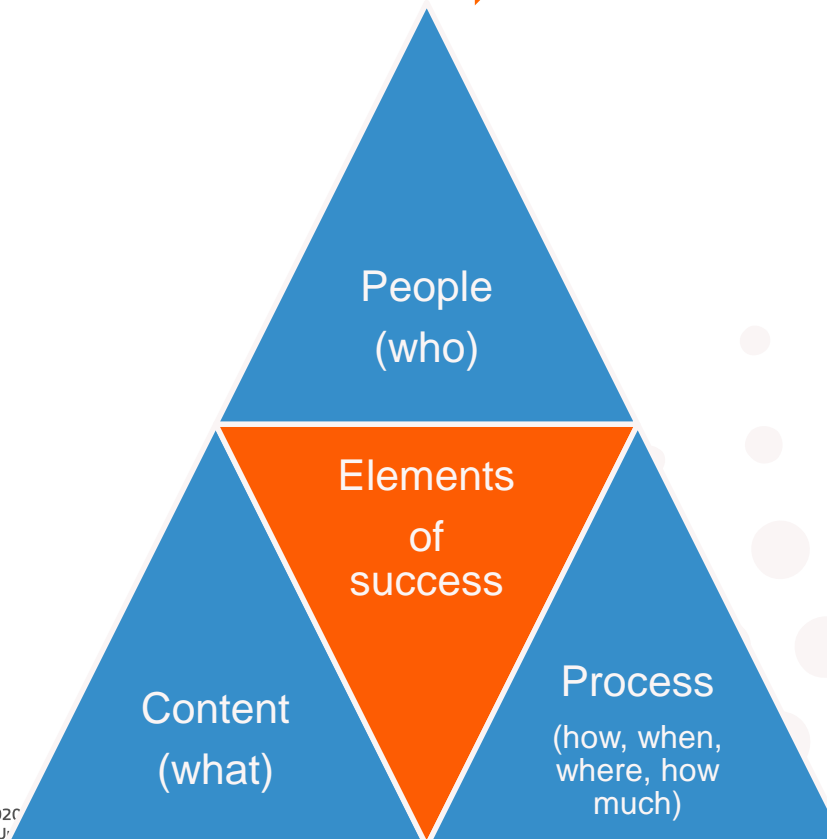
Walt Disney

Elements of success



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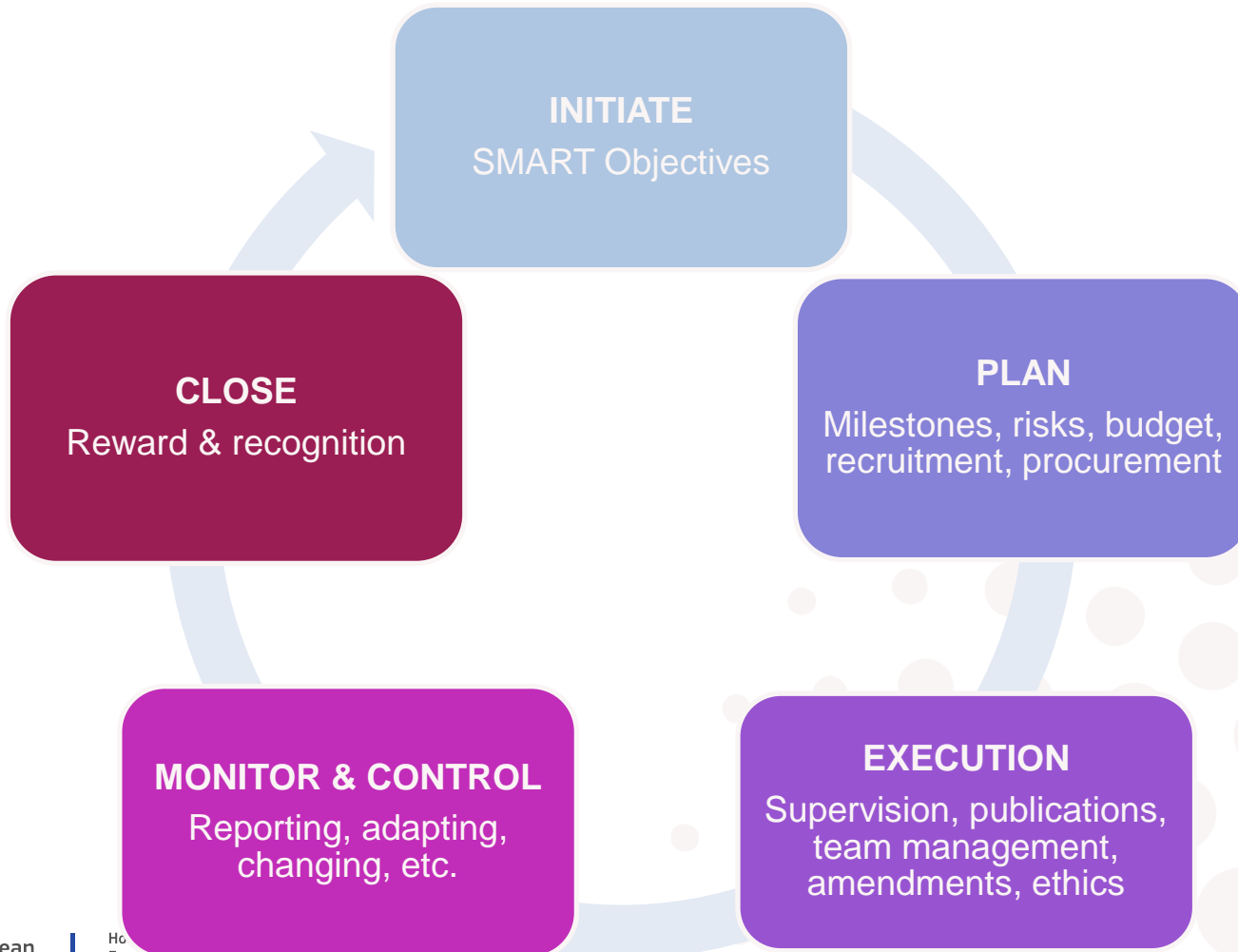
Description of action  the ERC business plan



Stages of project management



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Management areas

Core scientific research

- Scientific objectives and methodology
- Publications

Time management

- 60 months only. Keep track of deadlines:
- research, financial & scientific report, recruitment, procurement, timely ethics clearance

Cost management

- EU maximum contribution (over/under expenditure)
- Depreciation rules. Publication costs (open access)

Quality management

- Quality management plan/ quality checklists
- Improvement and adjustment to original plan / amendments

Human resources

- Recruitment of talented members. Replacement, dismissal of staff
- Develop and supervise the team, engage the team, conflict management

Communication

- Open access, protection of IPR
- Dissemination of results

Risk management

- Changes in science, legal and contractual changes, delays in implementation
- Conflict with HI. Losing talented staff

Managers skills



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Assume decision
power

Think and
propose new
solutions
Be open to others

Good time
management

Resolve conflict
asap

Accept
responsibility
Change of HI /
departure

Team
management

The people manager

The “P” in PM
is as much about
‘PEOPLE’
MANAGEMENT
as it is about
‘PROJECT’
MANAGEMENT

CORNELIUS FICHTNER

Team selection

Expectations

Delegation of responsibility

Communication

Recognition &
reward

The conflict manager

- Make relations a priority (even with your adversary)
- Separate people from problems (valid problems usually lay behind conflicts)
- Listen carefully to all parties then take a decision
- Take time to gather the facts and understand the source of conflict
- Work solutions together
- Negotiate and bargain (law of reciprocity)



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Thank you