



How to manage the relationship between supervisor and doctoral researcher and support research independence

17 April 2026

09.00 – 17.00 hrs.

Objectives of the workshop series

MARUM aims to provide excellent conditions for the training and professional development of early-career researchers (ECRs). To ensure high-quality supervision, we support those responsible for it ('train the trainer').

The MARUM Supervision Workshops are open to all MARUM staff involved in the supervision and/or mentoring of ECRs. The primary objectives of the workshops are to ensure the supervision of ECRs is of a high quality and to develop best-practice approaches. They also provide an important opportunity for supervisors and mentors to discuss challenges and share ideas in a supportive environment.

Objectives of this workshop

The primary purpose of the workshop is to expand supervisors' repertoire of strategies, making supervision a professional, effective, and enjoyable process. The purpose is also to create a safe space for supervisors to reflect on their role and to exchange experiences with other supervisors at MARUM.

Learning outcome

At the end of the workshop, participants have enhanced skills on how to:

- ✓ align expectations with doctoral researchers early and regularly regarding goals, ambitions, and forms of collaboration in the project
- ✓ balance conflicting needs in the supervision process, e.g., between support and structure, between product and process, and between being private and professional
- ✓ provide constructive feedback to ensure high-quality output
- ✓ encourage doctoral researchers' independence and ownership of their projects
- ✓ manage potential crises in the their research journey

Topics

- Roles, relations, and responsibility
- Alignment of expectations
- Managing conflicts in supervision
- Questioning skills in supervision dialogues
- Constructive feedback techniques



Target group

MARUM members who are supervisors for doctoral researchers

Location

MARUM III (ZfT), room "Indian Ocean"

The trainer



Dr. Gitte Wichmann-Hansen is a professor at the University of Agder, Norway, and a senior researcher at Aarhus University, Denmark. She is also the founder and owner of the consultancy *Academic Supervision*. A recognised and prolific scholar in the field of supervision, she has authored more than 100 publications on the subject. With over 15 years of experience, she has designed and delivered high-quality workshops for supervisors at all career stages across numerous European universities.

Registration

via email: research-academy@marum.de

Please note that, in order to establish a constructive work atmosphere for everyone and ensure that all topics can be covered, we kindly expect you to participate in the full workshop from 9:00 to 17:00. The workshop was announced well in advance to give people with care responsibilities time to make arrangements.