Lessons learned

from Work Package 4

What went well ?

- I **could** also show you a boring list of

  - published conference papers, journal & workshop articles

  - workshops, seminars, conferences & tutorials organized

  - prices and awards

  - defended PhDs

  - collaborations and research visits

  - other success stories

What could be improved ?

- Instead, I prefer to look back at the MoVES project

    - from my experience as WP lead

- And draw positive and negative lessons

- In order to improve things in the future

    - assuming MoVES 2 will get accepted

Team size

- Collaborating on a single deliverable with all WP participants was too hard

  - hard to find common dates

  - hard to find consensus

  - difficult to guide and control

  - too many authors

  - ...

Team size

- **Smaller is better**

  - Pairwise collaboration or collaboration in small teams (up to 4 researchers) was more succesful

  - Limits these problems

Need a carrot

- Need **strong drivers** to motivate researchers to be (and remain) active in the project

  - joint papers (short term)

  - co-tutelles (long term)

  - align topics with existing research interests

- Minimise meetings, maximise results

Cross-boundary

- Research often remained limited to the topic of a single WP

- A too rigid imposed WP structure does not encourage cross-boundary research

- Can lead to missed opportunities

Mobility

- Mobility is definitely a good thing

  - sharing / moving researchers between institutes is probably the best way to achieve collaboration

  - co-tutelles are a good way of doing so

- Mobility can have (temporary) negative side-effects

  - e.g. when a researcher leaves Belgium

International partners

- Collaboration with the international partners could be improved

  - limited funding and larger distance makes collaboration harder

  - again a carrot is needed

  - co-tutelles are an interesting means

WP Lead

- Need for a good, active and motivated WP leader

  - experienced enough to guide a team

  - strong enough to convince people to participate

  - and with enough time to invest in it

WP Lead

- Need for a good, active and motivated WP leader
  - A busy professor may not be the best option
  - Neither a recent post-doc (lack of experience/weight)
  - Why not combine both?
    - Professor with end-responsibility
    - Assisted by a young enthusiastic post-doc, paid on the project, to take the daily lead

Agility

- Fixing the theme of a specific topic for 5 years is not a good idea

    - interests of people / teams / funding agencies change

    - stop the WP when the critical mass or drive has gone

- Allow / plan for change

Conclusion

- Many successful results achieved during MoVES 1

- Interesting lessons learned to apply in MoVES 2

  - **small teams** work better

  - **motivate** researchers

  - encourage **cross-WP** collaboration

  - use **co-tutelles**

  - strengthen **international collaboration**

  - choose **strong** and **active leaders**

  - allow for **change**