



The Balanced Academic

Connecting to the core of academic life

- Find clarity of vision and how to bring it alive each day
- Develop the confidence to prioritise and work with clear boundaries
 - Create balance within work and between work and the rest of life
- Identify personal strategies to experience the fulfilment of everyday balance
 - Learn from the collective wisdom of the group

The question 'how to get the balance right?' seems to be a persistent quandary in academic life. It can be tricky to know how to get the balance right within the job – for example between the demands and possibilities for research, teaching, PhD supervision, writing, funding applications, maximizing impact, contributing to outreach, fulfilling administrative duties etc. Academics often describe their work as overwhelming, feel stressed, struggle in prioritising between short-term and long-term goals, and can feel a loss of sense of direction. They also describe the challenges of balancing the unlimited nature of the work with the rest of life.

Recognising that people are often at their best when they have their priorities in balance this workshop offers an opportunity to identify concrete strategies to create a better balance in your academic work alongside the rest of life. The workshop is an invitation to rekindle passion, motivation and a sense of perspective to enable you to reprioritise at the strategic and everyday level.

This one-day, experiential and interactive coaching-based workshop will create an opportunity to re-engage with your own sense of personal balance, and be challenged with how to bring that into your everyday life.

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- "Invaluable in redressing work/life balance and getting to the core of what I want to achieve which is integral to improving my performance within my department and the institution." (Lancaster 2016)
 - "Challenging, worthwhile and thought-provoking" (Lancaster 2016)
 - "Fundamentally challenged me to think about the underlying drivers for working practice - my tendencies towards perfection, work ethic, speed, being strong. Needless to say, I very rarely work at the weekend and take all my annual leave." (Lancaster 2017)

Who is it for?

The Balanced Academic is for academics at any stage of their career, who could benefit from exploring how to realign a sense of balance in their work and the rest of life: for example they may feel out of balance, overwhelmed and over-stressed, or lacking confidence in some way. The workshops have been attended by academics at all stage of career and from all disciplines – from physicists to creative writers, sociologists to mathematicians, health researchers to economists.

What's involved?

The day is designed to build on your experience and to learn from the collective wisdom of the group. The focus will be on explore what is in and out of balance for you, and what a balanced approach to academic life will mean for you. The day will involve:

- Setting up: introducing a coaching approach and the relationship between performance, potential and interferences; sharing current experience of balance in academic; identifying what we want from the day and agreeing how we'll work together.
- Experiential exploration: exploring what it feels like when we are in 'balance' and when we feel 'out of balance'; exploring 'balance' wheels of work and the rest of life to identify where changes are needed; identifying personal values and vision, how in balance they feel; learning what knocks you off balance and how to come back to your centre; identifying personal strategies to sustain everyday balance.
- Throughout the day we'll be moving between whole group exercises and discussion, small group exercises and personal reflection time (the balance will depend on the group and what we collectively agree). When appropriate, there will also be individual interventions from the coach.

Beyond the day

Through their own reflection, participants will identify insights throughout the day that they will want to take forward into their work and the rest of life. Approximately 6 weeks after the workshop participants will be invited to attend a webinar to 'check in' on their progress since the workshop. The webinar will be held in a coaching format, working through themes that participants bring to the call. Participants who want to go further can sign up for 1-1 coaching or explore other options with Will to participate in group coaching sessions.

"A lovely day – time out, space to think, a very self-indulgent day – great" (Lancaster 2016)

"Fantastic. I love his low key, flexible and authentic approach. He took the group where they needed to go, rather than forcing us to follow pre-determined curriculum. (Lancaster 2017)

"I found Will's coaching excellent, and really appreciated the challenging, questioning approach that he took, and the way that he nudged us all to try and think about working habits/routines/practices from alternative perspectives. (Lancaster 2017)

About Will Medd

- highly qualified coaching skill set uniquely combined with an intimate understanding of academic life.
- A track-record demonstrating expertise in delivering coaching to an academic A audience, including specialist development of effective group coaching
- A collaborative approach to co-design which ensures learning from an integrated process of evaluation and review.

As professional certified coach, coach supervisor, and meditation trainer, and a former academic with an international research reputation, Will brings a highly qualified coaching skill set uniquely combined with an intimate understanding of the experience of academic life. Will is passionate about enabling people to be at their best while recognising the need to balance academic work with the rest of life.

Will's Coaching

A Professional Certified Coach (PCC) with the International Coaching Federation (ICF) and Certified Coaching Supervisor (Coaching Supervision Academy):

- Private coaching practice – 1000+ hours logged having coached over 100 clients across the UK, Europe and North and South America, and from a range of professional backgrounds, including: lecturers, professors, PhD students, undergraduate students, teachers, neuroscientists, medical researchers, care-workers, counsellors, writers, consultants, youth workers.
- Group Coaching – has worked with over 50 groups, including undergraduates, PhD students, academics (at all stages of career) in University and NHS settings.
- Coaching programmes – designing and delivering commissioned programmes utilising coaching methodologies and training in coaching skills. Programmes include face-to-face workshops, on-line group coaching, writing workshops, on-line group coaching, peer2peer coaching, coach supervision, 1-1 coaching, 'train the trainer' and team coaching. Clients have included: the Universities of Lancaster, Liverpool, Edinburgh, Lincoln, Leeds, Manchester Metropolitan, Goldsmiths, Essex, Newcastle and Sheffield, Northern Advanced Research Training Initiative (NARTI), VITAE, ESRC North West Doctoral Training Centre, North West Enterprise School, Striding Out, Modernising Local Government, Unilever, North West NHS R&D.
- Publishing - coaching training material for VITAE (including report on coaching for research, report on coaching for leadership, two training manuals on peer2peer coaching, two coaching books (Your PhD Coach (2013) and Get Sorted! (2015) and resource FailuretoLearn (www.failuretolearn.com))
- As a Professional Certified Coach he works within the code of professional ethics of the International Coaching Federation. He also has regular supervision.

Will's Academic Background

As PhD Student (1995-2000), contract researcher (2000-2006) and Lecturer (2006-2013) Will was a REF active researcher, well versed in the challenges of interdisciplinary and cross-institutional research. As a social scientist often working in collaboration with scientists in the field of water management, Will had a reputation for developing high-impact research involving strong stakeholder involvement. As a Principal Investigator and Co-Investigator funding bodies included European Commission, National Research Councils (ESRC and EPSRC), UK Water Industry Research, Government Departments, Private Sector Companies, and Local Authorities. Two of his projects as Principal Investigator were evaluated as 'Outstanding' by the ESRC, one being awarded second place in the ESRC Celebrating Impact Awards (May 2013).

Will was also passionate about students learning and the student experience. As a Lecturer he engaged developing group and experiential learning where possible. As a coach he's continued to

work with undergraduates and post-graduates in workshop and group coaching formats. This included publishing two co-authored books two coaching books (*Your PhD Coach* (2013) and *Get Sorted!* (2015)), developed a series of videos to support student resilience (available on youtube) developing resources around fear of failure (www.FailuretoLearn.com),

Will's approach to workshops

Will is deeply committed to ensuring all participants gain from the experience, offering an appropriate balance of professionalism, emotional sensitivity and humour to develop the right conditions of challenge and support conducive to participant engagement and learning. His sessions are regularly scored as 'excellent' by participants and comments have included: "respectful, sensitive to needs of the group", "Fantastic, created really safe atmosphere to expose the issues raised", "Excellent. Very patient when dealing with quite a few of us, kept us on track ", "Exceptional – humane, forgiving, thoughtful and able to bring out the best in a diverse group" and "Excellent, professional, honest and inspiring".

Qualifications

IRest Meditation Teacher (Level 2) Teacher, Integrative Restoration Institute, October 2018

Diploma in Coaching Supervision, Coaching Supervision Academy, November 2017

Advanced Group and Team Coaching Practicum, Potentials Realized, June 2016

Professional Certified Coach (ICF PCC), International Coaching Federation, April 2016

Mindfulness Teacher, Teach Mindfulness, October 2014

Accredited Certified Coach (ICF ACC), International Coaching Federation, February 2013

Co-active Professional Certified Coach, Coaches Training Institute, November 2012

Organisation and Relationship Systems Coaching Fundamentals, CRR Global, October 2011

Post-Graduate Certificate of Achievement in Coaching and Mentoring, Lancaster University, June 2009

Post-Graduate Certificate in Academic Practice, Lancaster University, June 2009

Ph.D. in Sociology, Lancaster University, 1995-1999. Awarded 21st March 2000.

B.Sc. (Hons) 2.1, Sociology and Social Policy, University of Southampton, 1992-1995