ASMS 2024 Workshop Report Analytical Lab Managers Interest Group.

Organizers: Uri Keshet, Maryam Goudarzi.

Title: Navigating the Lab Manager Journey: Tools, Skills, and Challenges

Speakers/Discussion moderators: Uri Keshet, Maryam Goudarzi, Karolina Krasinska.

Date: Wednesday, June 5th, 2024, 5:45-7:00 pm

Attendees: about 50 people

Summary of Discussion:

The idea was to have both a staff member, and a manager in the speakers panel to moderate a discussion on how to navigate the transition from a scientist to a manager, from both angles. We had a lively conversation around challenges in management such as hiring practices and creating diversity in the lab. We had discussions about the staff-manager interface such as communication, conflict resolution, and expectation management. Lastly, we had discussions on staff-specific issues, such as challenges in climbing up the ranks, especially in a university environment. We heard good insights from staff and management, and people were happy to share their thoughts.
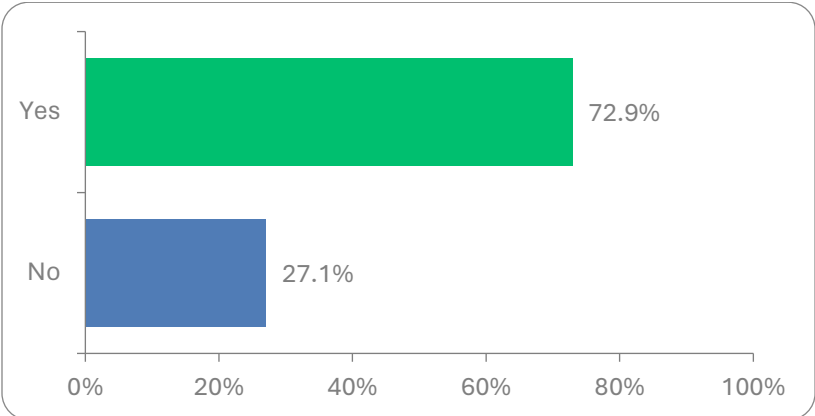
To kick off the discussion, we started by asking a poll, and the results of the poll start in the next page.

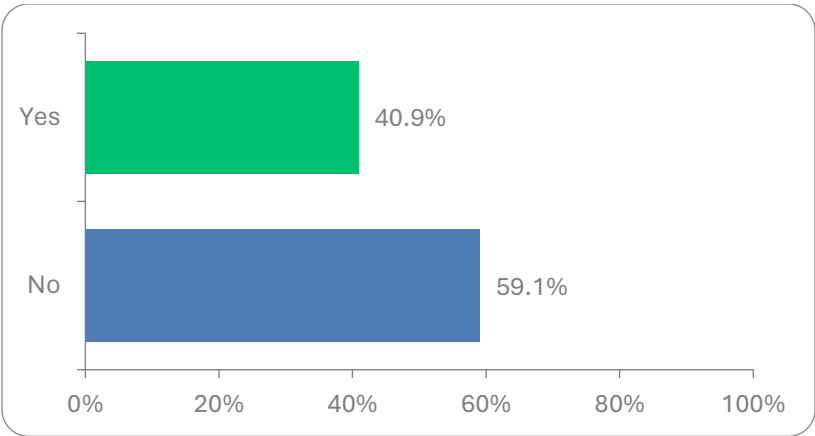**Q1: Do you feel that your staff should speak up more?**
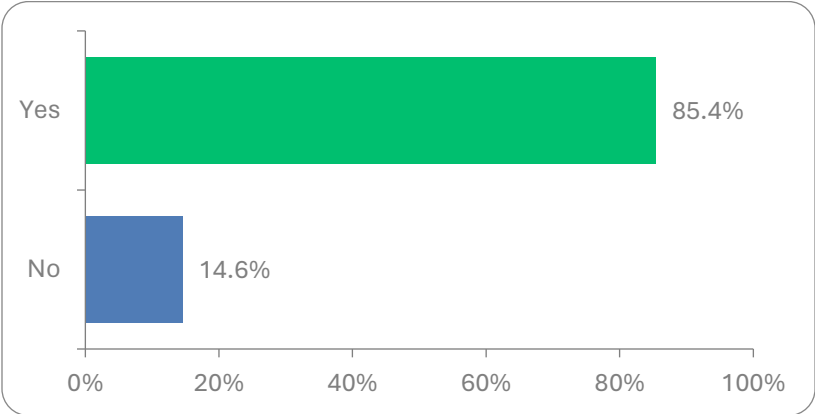
Answered: 48   Skipped: 1
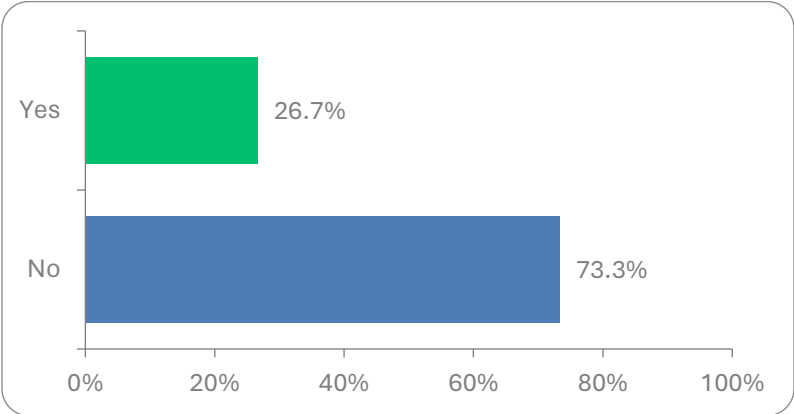
Q2: Do you hold one-on-one meetings with your staff?

Answered: 48   Skipped: 1

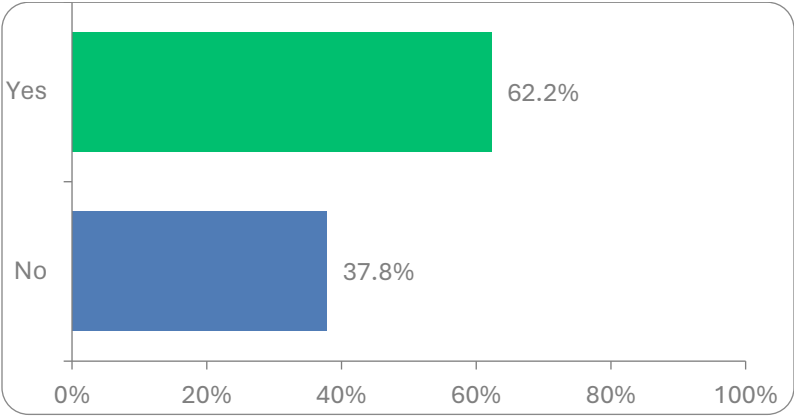**Q3: Do HR hiring guidelines in your workplace work for you?**

Answered: 44   Skipped: 5

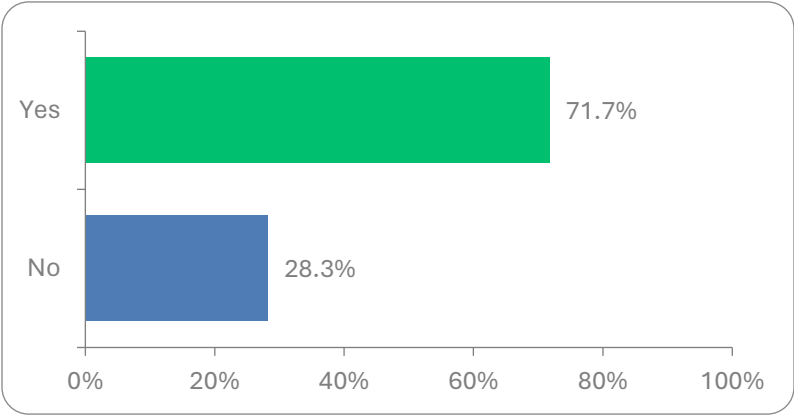## Q4: Do you feel that you have hiring metrics nailed down?

Yes — 26.7%
No — 73.3%

Answered: 45   Skipped: 4

Q5: Do you feel that too much of the hiring process is based on intuition?

Yes — 62.2%
No — 37.8%

Answered: 45   Skipped: 4

Q6: Are you happy with how diverse your staff is?

Yes — 71.7%
No — 28.3%

Answered: 46   Skipped: 3

Q7: Are you content with the presence of your passion in your work?

Yes — 70.2%
No — 29.8%
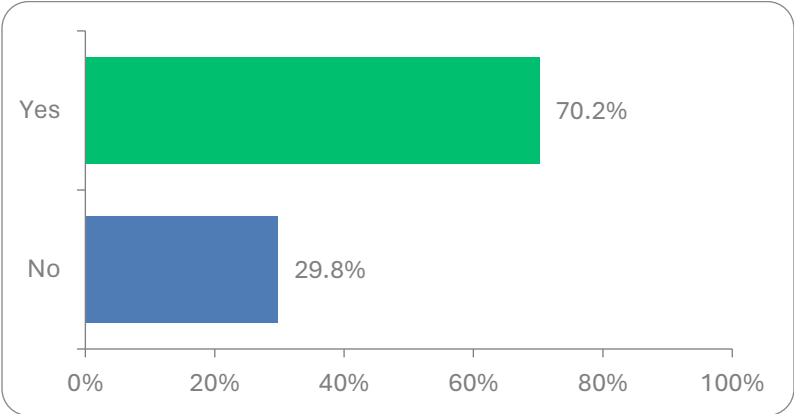
Answered: 47   Skipped: 2

Q8: Is this role what you "signed up for"?

Yes — 72.3%
No — 27.7%
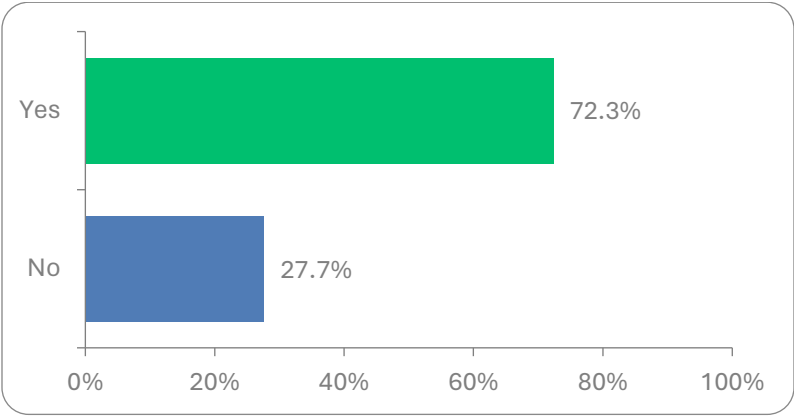
Answered: 47   Skipped: 2

Q9: Staff members: are the roles and responsibilities of staff clear/documented?

Yes — 40.9%
No — 59.1%

Answered: 44   Skipped: 5