

RI Management

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Some principles

- RAMIRI targets:
 - Give examples of best practices
 - Generate a discussion forum with colleagues having similar objectives
 - Indicate lessons learned
 - Enable better access to relevant information (or contacts) about RI management
- There is no 'one size fits all'
 - RIs have special characteristics

Sections

1. Introduction
2. General outline
3. Setting the course
4. Quality and user satisfaction
5. Communications
6. Industrial relations
7. Sustainability and funding
8. Additional material (RAMIRI slides)

Some obvious topics (which are surprisingly often forgotten)

1. Strategy work and planning required
 - Mission, vision, strategic targets, risk management, analysis of external world and possible changes in it
2. Making RI employees understand the strategy and objectives is as important
 - Internal communication has a key role
3. Something will change anyway, be prepared for the unexpected
 - That's why risk analysis and alternative scenarios are needed
4. Use advisory bodies, such as users, scientific, industry, ...
 - But remember that you are the one who manages the company and they only advice
5. Make sure your funding bodies commit to your strategy

What could be the outcome?

- The RI managers become more self confident
 - “You are not alone”
 - Peer group for discussions and coaching
- Better synergy through sharing of information and best practices
 - What works here does not necessarily work there, but as well it might...
- Easier cross-RI collaboration, increased trust, better possibilities for pooling resources etc.

What next for RI Management part?

- Examples of possible themes for future RAMIRIs:
 - Is there synergy in RI management between different RIs
 - The specific challenges of managing distributed RIs
 - Global world: impacts due to multiple cultures
- RAMIRI network used as a collaboration forum
 - Information sharing, best practices, ...

RI manager's "Fault Finding Chart"

Observation	Potential reason	Actions to be taken
You suddenly find that you have money for yet another synchrotron	Your hand is in someone else's pocket.	Propose him/her a collaboration project with joint funding
Everything has gone dark	You have forgotten to pay the electricity bill	Make a press release stating that you contribute to the environment by using less electricity
Everything else has gone dark, except you office	It is night and you once again have forgotten to go home	Get some sleep
Everything seems to work slow and looks old fashioned	You are in an antique shop	Go out and find your office from the street next to it
People around you smile and look happy	You have forgotten to dress before getting to work	Pretend that it is a theme day at work ('casual Friday')

It has been all hard work ...

Thank You!

