



## **One project to bring them all and in the science bind them – How to engage scientists in a project**

Meike Ruhnau and Jennifer Fandrich

Universität Hamburg, Center for Earth System Research and Sustainability, Institute of Oceanography, Hamburg, Germany

The talk addresses the challenges and difficulties of research managers to engage scientists to actively contribute to project tasks. By tasks, we mean everything related to internal communication, reports, outreach and other issues.

Research management always depends on the active participation of the project members. Internal communication, outreach and reports need the support of the scientists to be successful and enjoyable. In addition, the tasks of a research manager in general become more successful, if the project members support them. We think that linking scientists closely to their project is essential for management success. The start of a new project provides great opportunities for this: Starting with new scientists into new research questions is the optimal time to bind them to the project, using the energy of a new beginning for this purpose. It makes them responsible for the project and with this, more open to engage into project activities of all kinds. It helps raising awareness for issues regarding communication and outreach, but also leads to a higher participation at project events like retreats and workshops.

Our talk presents ideas on how to create a close link to a project and how to engage the scientists actively even without a large budget, especially at the beginning of new projects.