

# TESE DAYS 2026

TALENTS AND ENTREPRENEURIAL SKILLS IN EUROPE DAYS

# PROGRAMME



## *Kick Off*

**THURSDAY 21 MAY**  
**14:00-15:00**

**ONLINE ZOOM**  
**SESSION**

### **What to Expect and What to Prepare?**

**Hosts:** Senior advisor Rebeca Schumacher Eder Fuao, PhD (USN) & Professor Rob Bongaardt (USN)

# TESE DAYS 2026

## DAY 1

WEDNESDAY 10 JUNE  
09:00-22:30

ON-SITE  
CAMPUS DRAMMEN

### 08:15–09:00 **Arrival and registration**

**Location:** Papirbredden 1, Grønland 58, ground floor

### 09:00–09:15 **Welcome Speech**

**Location:** A2503, auditorium 2nd floor

**Speaker:** USN Vice-Rector for Research, Sustainability and Innovation, Professor Heidi Ormstad

### 09:15–09:55 **The Entrepreneurial Scholar: “Finding a Market for Your Ideas”**

**Location:** A2503, auditorium 2nd floor

**Speaker:** Professor Daryl Powell, Chair of Production Management, USN School of Business

**About:** This talk invites you to see yourself as an entrepreneurial scholar; not just producing knowledge, but applying it to real problems. Your PhD isn't just a credential, it's a toolkit for shaping your future. The key question is: What do you know, and who needs it? Learn to identify where your ideas meet real-world needs, communicate your value clearly, and open doors to collaboration, innovation, and new career paths.

### 09:55–10:40 **Break the Ice and Get to Know Your PhD Fellow: Speed Dating Session and Personal Networking**

**Location:** A2503, auditorium 2nd floor

**Organiser:** Senior Advisor USN, Rebeca Schumacher Eder Fuaao, PhD

### 10:40–11:00 **Coffee Break**

**Location:** A2503, auditorium 2nd floor

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### 11:00–11:30 **Shaping Europe's Talents – Challenges for the Future**

**Location:** A2503, auditorium 2nd floor

**Speaker:** Special adviser, John Baarli, Dept. for Research and Innovation System, The Research Council of Norway

Baarli works with research policy, international cooperation, and initiatives to strengthen researcher recruitment and careers in Norway. He has been the national coordinator of EURAXESS Norway since 2015. He works extensively with the Research Council's funding instruments for researcher recruitment and has broad experience at the intersection of national priorities and European frameworks, including the European Research Area and EU policy developments.

**Description:** Based on Mario Draghi's report and the Union of Skills, calling for stronger frontier research, particularly through the European Research Council (ERC), and proposes dedicated schemes for excellent research institutions to boost technology transfer, start-ups, and industry collaboration. He argues that it is needed to build a stronger link between research and industry.

### 11:30–12:00 **Influence Policy and Social Change**

**Location:** A2503, auditorium 2nd floor

**Speaker:** Kjersti Draugedalen, senior advisor in Tønsberg Municipality

Draugedalen leads the Research Council-funded innovation project Improving safeguarding for children and young people (2024–2028). With a public sector PhD on teachers as human rights defenders, she works at the intersection of research, practice, and policy to strengthen safeguarding in schools and public services. Her work shows how doctoral expertise can drive social change and inform evidence-based policy.

**Description:** PhD in the public sector enables professionals to bridge the gap between academic research and practical policy application, driving innovation in government and non-profit organizations. It prepares individuals to tackle complex societal issues, enhances career advancement into leadership roles, and supports long-term competency building within public agencies.

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### 12:00–12:30 My PhD Journey

- Using and expanding your network
- Taking ownership of your development
- Preparing for life after the PhD

**Speaker:** Senior Advisor USN, Mary Anderson-Glenna, PhD in Microbiology.

Anderson-Glenna brings over a decade of experience from roles spanning research, innovation, and industry collaboration, including positions as competence broker and researcher at Tel-Tek, QA engineer at BASF, and researcher at the Norwegian Institute of Public Health. She is currently the leader of the national EU administrators' network, a network of the Norwegian Network for Administration and Research Management.

### 12:30–13:30 Lunch

### 13:30–17:10 Parallel Workshops: Making an Impact & Develop Professional Communication Skills

#### **Workshop I: Communication Skills – “Presenting Yourself With a Powerful Professional Pitch”**

**Location:** Room 2502

**Workshop holder:** Project Manager Cécile Bauer, Entrepreneurship Centre, University of Rennes

- Learn how to create an impactful self-presentation for diverse contexts, from academic to professional environments.
- Master how to introduce your competences in an effective and clear speech.
- Building a professional narrative, how to explain who you are and what you do

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### Workshop II: *Communication and Collaboration in Research Teams*

**Location:** Room 6207

**Workshop holder:** Prof. Rob Bongaardt, Faculty of Health and Social Sciences, USN

**Description:** This workshop helps PhD candidates strengthen their ability to collaborate effectively in teams that face time pressure and varied interests. Participants will practice “clean questioning”, a non-directive, assumption-free approach to inquiry, to foster more open dialogue, inclusive participation, and mutual understanding. By applying these skills, attendees will learn how to build psychological safety and make the most of their team’s interdisciplinary potential.

**15:00–15:20 Coffee Break**

**15:20–17:10 Workshops Continue**

**17:10–18:10 Mentor Meetings**

**18:10–19:00 Free Time**

**19:00–22.30 “Bar pitch” – Pitch your PhD Story & Future Life (Free Pizza)**

**Location:** The Student House, Drammen

**Organized by:** Luciano Netto De Lima, PhD Candidate, USN and Senior advisor Ryan Tamayo Europa, USN

## DAY 2



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## DAY 2

THURSDAY 11 JUNE  
08:00-17:50

ON-SITE  
CAMPUS VESTFOLD

**08:00–08:45** Bus from Campus Drammen to Campus Vestfold  
Research Park

**08:50–09:00** Coffee & Refreshments

**09:00–09:30** Deep Knowledge Transformed into Real World  
Applications

**Company:** Kongsberg Discovery.

**Speaker:** Senior R&D Engineer, Endrias Getachew Asgedom, PhD

Asgedom holds a PhD in geophysics from the University of Oslo. His expertise lies in signal processing and high-resolution imaging for seismic and acoustic applications. He has extensive experience translating advanced research, particularly in super-resolution and noise reduction techniques, into practical solutions for marine and subsurface sensing systems.

**Description:** In his talk, Asgedom draws on this experience to show how cutting-edge algorithms can be applied to solve complex challenges in real-world environments.

**09:30–10:00** Driven by passion for innovation, technology and  
business development

**Company:** Zimmer & Peacock

**Speaker:** CEO, Even Zimmer

Zimmer is CEO of Zimmer & Peacock, a sensor technology company specializing in electrochemical sensing and wearable diagnostics. He works at the intersection of product development, biosensors, and commercialization, with a particular focus on translating advanced sensing technologies into practical applications in healthcare and industry. He is also actively engaged in innovation and entrepreneurship across the Vestfold technology ecosystem.

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ON-SITE  
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### 10:10–11:40 Visiting the Lab and Simulator

- **NorFab laboratories:** Researcher and Lab leader Geir Bjørnsen, Department of Microsystems, Faculty of Technology, Natural Sciences and Maritime Sciences, USN will guide you through the capabilities and give you first hand information about the use and impact of the advanced technologies.
- **COAST simulator and info Centre of Excellence in Maritime Simulator Training and Assessment:** Professor Salman Nazir, Department of Maritime Operations, and Head of Training and Assessment Research Group (TARG), USN.

### 11:45–12:30 Lunch

**Location:** Allimento, the student cantina, main building

### 12:30–15:50 Parallel Workshops: From Research to Real-World Impact – Turning Ideas into Opportunities

Workshop III Room:D3-17	Workshop IV Room:D3-21
12:30-14:00 Group 1	12:30-14:00 Group 2
14:00-14:20 Coffee Break	14:00-14:20 Coffee Break
14:20-15:50 Group 2	14:20-15:50 Group 1

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ON-SITE  
CAMPUS VESTFOLD

### Workshop III: Entrepreneurial Spirit and Innovative Thinking

- Demonstrate proactive mindset and develop entrepreneurial spirit
- Understand the potential of entrepreneurial competence

As a researcher, your ideas carry the potential to shape industries, influence society, and spark new solutions. By developing an entrepreneurial mindset and understanding how to position your research in the world, through value creation, collaboration, and clear problem-solving, you can unlock pathways that transform knowledge into meaningful impact. By embracing an entrepreneurial mindset and daring to explore the real-world potential of your ideas, you open doors to new industries, new collaborations, and new ways of creating value.

**Workshop holder:** Associate Professor **Thomas Brekke**, USN School of Business

### Workshop IV: Finding a Market for Your Ideas

- Intro to Knowledge Transfer & Innovation Management: Spin-offs, idea development patents, licensing, and collaboration models.
- Value Proposition Design for Researchers: What problem do you solve, for whom, and why you?
- Industry and Stakeholder Mapping: Who might care about your results: companies, policymakers, communities, users.

**Workshop holders:** Project Manager, **Aline Pereira da Silva** and Senior Advisor, **Inger Marie Ellingsen** - Unit for Commercialisation and Innovation, USN

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16:10–17:10 **Mentor Meetings**

17:20–18:00 **Bus from Campus Vestfold to Campus to Drammen**

18:00 **Free Time**

## DAY 3

**FRIDAY 12 JUNE**  
**09:00-15:10**

**ON-SITE**  
**CAMPUS DRAMMEN**

**09:00–10:00 Panel Debate: “Beyond the PhD - Navigating Your Career and Future Life”**

**Location:** A2503, auditorium 2<sup>nd</sup> floor

**Facilitator:** Professor **Gillian Warner-Søderholm**, Head of Department of Business, Strategy and Political Sciences, USN School of Business

### **Participants:**

- Mary Andersoon-Glenna, PhD
- Luciano Netto De Lima, PhD Candidate
- Nathalie Houtzamer, Lecturer, Department of Business Management - University of Masaryk
- Dimitrios Polychronopoulos, PhD
- Monica Fagerlie, Senior Advisor, Inrescos Research School of Complex Systems
- David. S.A. Guttormsen, Prof. in Organisation and Management, USN School of Business.

**Description:** As the landscape of research and innovation continues to evolve, so do the opportunities available to PhD candidates. This panel invites you to look beyond

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your doctoral journey and reflect on the many paths that can shape your future. Together, we explore how to become conscious about your next steps, identify your unique skills, and discover diverse career possibilities, both within and outside academia. We also delve into the power of networking, the value of knowledge transfer, and the challenges and opportunities that emerge as you chart your professional and personal path forward.

### 10:00–10:20 **Coffe Break**

### 10:20–14:30 **Parallel Practical Career Workshops**

These parallel workshops equip PhD candidates with the tools and insights needed to navigate diverse career paths, both inside and beyond academia. Through guided reflection and hands-on exercises, you will clarify your goals, identify strengths and transferable skills, and explore opportunities across sectors. Be prepared for developing your own individual career plan and building a professional profile that reflects who you are and where you want to go.

<b>Workshop V</b> <b>Room: 2502</b>	<b>Workshop VI</b> <b>Room: 6207</b>
10:20-11:50 Group 1	10:20-11:50 Group 2
11.50-12:50 Lunch	11.50-12:50 Lunch
12:50-14:20 Group 2	12:50-14:20 Group 1

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### **Workshop V: *Shape your future and explore opportunities in different sectors***

**Workshop holder:** PhD, Núria Sánchez-Pantoja Belenguert, University of Jaume

Belenguert is also recognized as a Senior Research Support Technician for the EDUC WIDE – Empowering EDUC for Inclusive Development of the Era, and is one of the teachers in the PhD EDUC Course; Career Diversification in Research. She has great knowledge of working with international teams, leading multidisciplinary work groups related to European Research Career support and development.

**Description:** In this workshop, you will move beyond academic inertia to consciously design your research career using a strategic planning framework. You will analyse your research project from a professional perspective, identifying not only your goals but also your stakeholders, customers, and end-users. Through a guided process of personal reflection, you will define your strategic advantage, learn to anticipate external risks with contingency plans, and discover how to leverage your support network to navigate the job market with confidence.

#### **Learning Objectives:**

- Conduct a strategic self-assessment to identify your research problem, unique value, and personal decision-making criteria.
- Develop a comprehensive career roadmap by mapping your support network and identifying essential resources for success.
- Integrate social impact and stakeholder considerations into your research and career pursuits to maximise your professional value.
- Build a resilient action plan with immediate and long-term steps to effectively position your skills in diverse sectors.

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### **Workshop VI: *Identify goals and skills beyond research***

**Workshop holder:** Career advisor, Amy Tannum, Karriere Buskerud

Tannum is a career counselor at Karriere Buskerud in Drammen. Amy supports adults in all types of career transitions - including academics in the process of their career learning and development. She has many years of experience as a practitioner supported by her master's degree in career counseling and education in pedagogy, political science, sociology and international studies.

**Description:** This workshop builds on the idea that careers are rarely linear. Alongside planned steps come unexpected opportunities and life events, and roles are not always aligned with your specialization. While Workshop V focuses on strategic planning, this workshop invites you to explore choices, priorities, and meaningful alternatives by using your strengths and competencies in new ways.

You will work on making your strengths and competencies visible to yourself and others, opening up new perspectives on possible roles and career paths. Through pair work, storytelling exercises, and group reflection, you will explore how your competencies can be relevant and valuable across different contexts.

#### **Learning objectives:**

- Identify your strengths, values, competencies and goals – within and beyond your research
- Experience the value of co-careering through collaboration
- Reflect on how your competencies can be applied in different roles and contexts
- Explore the potential of peer support and continued collaboration

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### 14:30–14:50 **Mission Completed: Turn Your PhD Superpower Employable**

You arrived with questions, and you leave with options. Not just job titles but missions. Not just career paths but platforms to shape the future of Europe's economy, public services, and democratic resilience.

**Speaker:** Professor Gillian Warner-Søderholm, Head of Department of Business, Strategy and Political Sciences, USN School of Business

Warner-Søderholm's expertise spans intercultural communication, leadership, and international business, with a strong focus on how people, organizations, and cultures interact in a global context. With extensive academic and leadership experience, she has worked closely with both public and private sector organizations, translating research on culture, communication, and leadership into practical impact.

In her closing talk she challenges participants to reframe their PhD not just as a qualification, but as a platform for shaping careers, contributing to society, and creating impact across sectors.

### 14:50–15:10 **Wrap Up and Goodbye!**

Summary & Feedback of TESE Days 2026