



Diversity in research projects – A key to success?

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According to demographers, psychologists, sociologists and economists diverse groups, which are groups of different race, ethnicity, gender and sexual orientation, are more innovative than homogeneous groups. This is also true for groups working together in research collaborations and international cooperation involving a culturally and functionally diverse mix of individuals who have to be integrated into an effective unit – a project team. If the goal is scientific excellence, diversity should be an essential ingredient to conduct science on high level productivity, quality and innovation. Effective teamwork is a key to project success and prime responsibilities of the project manager. Therefore, the project manager has to take into consideration different characteristics such as cultures, languages, and different values related to individual project partners.

Here we show how diversity can affect the performance of a research project. Furthermore, the presentation indicates skills and abilities which are required for the management in order to deal also with the challenges of diversity in research projects. The presentation is based on insights experienced in the context of an Innovative Training Network (ITN) project within Marie Skłodowska-Curie Actions of the European HORIZON 2020 program and TRION a Collaborative Research Project in the Framework of the Trilateral Program of the German Research Foundation.