



Dr. Raquell Holmes

Challenge Opportunity: Scientists and engineers are increasingly asked to provide leadership to establishing inclusive, creative and innovative environments. Yet, STEM professionals are rarely provided training in the leadership skills needed to build and lead them. The improv**science** diversity, communication and leadership programs address this training gap for STEM professionals at any stage of their scientific and technical careers.



Programs: Trainings combine single presentations (webinars) with workshops and coaching that create high touch engagements. Individual and group coaching deepens scientists and engineers' skills in leading and developing highly functioning, inclusive groups.

Webinar Options

Innovative science: Discovering how your voice matters.

What does it mean to have a voice? How do you cultivate your voice? When you are speaking, how do you know if you are heard? These questions can be difficult to address in person and are exacerbated in a remote access work life. In this webinar, the audience is invited to use their voice (verbal and non-verbal) to create an environment online and in-person where they and others can be seen and heard. Thought provoking questions and simple collaborative exercises are used to explore the relationship between creating environments where diverse voices can be valued and creating innovative science solutions. Both require amplification of oft unheard voices.

Conversational strategies for building innovative teams.

Dynamic leaders have the ability to listen, to be open and to build with what others are saying. In this webinar, Holmes introduces conversational strategies that engage and inspire researchers to bring who they are to collaborative research projects. These strategies can be practiced daily to creatively address challenges that come up across directorates, levels, job functions, geographic areas and disciplines. By drawing on fundamental features of human development and improvisation, researchers can utilize their collective contributions and intelligence to innovate. This webinar takes a practical approach to the question: How do we build meaningful collaborative and innovative teams, when we come from different work traditions, cultures and disciplines?

Creating Inclusive Environments

During this engaging webinar, Dr. Holmes will invite participants to explore ways to create welcoming, collaborative working groups. Through a brief talk, improvisational exercises and discussion attendees will discover creative ways to engage assumptions and transform uncomfortable situations into opportunities for growth and inclusion.

Sample of Previous Invited Engaging Talks and Webinars

Creating Inclusive Environments. Interagency Arctic Research Policy Committee. July, 2020

Creating Inclusive Culture. NSF Engineering Research Centers, Biennial Conference. 2019

Cultivating Research Ensembles across Arts Humanities and STEM, University of Tokyo, Japan 2019

Creating the Human Face of Science. Keynote, Applied Improv Network Conference, Stony Brook, NY. 2019

Cracking the Workplace Communication Code. Association of Women in Science, Boston, MA 2018

About Dr. Raquell Holmes

The founder and director of improv**science** provides leadership development for individuals in scientific and technical organizations that invest in an engaged, diverse and collaborative workforce. Her programs integrate performance and emotional intelligence to advance communication, inclusion and discovery across scientific disciplines and cultures.

Dr. Holmes is a computational cell biologist who earned her Ph.D. from Tufts Biomedical School in Boston and completed her postdoctoral training at the Dana Farber Cancer Institute and Harvard Medical School. Dr. Holmes joined Boston University as a Research Assistant Professor. She is author of the book *Cell Biologist's Guide to Modeling and Bioinformatics*. She is an Associate of the East Side Institute of New York – an international training, education and research center in human development.

Through improv**science**, she has worked with thousands of scientists across the country to support their advancing their science and careers by bringing who they are to work.

Sample of Clients

New York Academy of Sciences, Systems Biology Program of Harvard Medical School, Bioinformatics Program of Boston University, Arizona State University, American Meteorological Society, SC-conferences, q-bio, American Society of Biochemistry Molecular Biology, Cultivating Ensembles in STEM Education and Research, Chemistry Champions of American Chemical Society, National Institute of Allergy and Infectious Disease (NIAID), Sandia National Laboratory.