Diversity in research projects — A key to success

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Each partner involves different …

Management tools
To eliminate as many potential conflicting points as possible the requirements, interests, working abilities and concerns of the partners need to be identified at the very beginning of the project. Even if impossible to plan everything ahead,

✓ good preparation and
✓ communicating effectively

have been identified to be among the most important abilities of a project manager.

The Project Managers is the connecting element that establishes the network, maintains it and can detect and defuse possible problems as quickly as possible.

The quality of the management is reflected by flexibility, transparency, the ability to adapt fast to changing conditions, sensibility to identify special needs, and last but not least by the ability to listen and understand. To deal with cultural diversity the management should create an atmosphere of mutual trust, tolerance and respect.

**BASE-Line Earth** is a European Training Network (ETN; MSCA 643084) within the Marie Skłodowska-Curie Actions in Horizon 2020. **BASE-Line Earth** started in 2015, and is committed to fill the gaps in trace element and isotope time series of the Phanerozoic Ocean. It comprises a network of more than 40 scientists from academia and non-academia coming from 17 countries all over the world with different cultural backgrounds.

Two research projects with different scientific objectives but similar challenges.

**Challenges?**
Despite the benefits diversity can bring in, it also presents challenges that must be identified. In a globalized world successful research needs to bring together experts from different countries, who speak different languages, have different religious and political affiliations, personal skills, competences and qualifications, and last but not least different personalities. The overall challenge of the project management (PM) is to bring together all the diversity of partners in a friendly and respectful environment and support the creation of common goals driven by science.

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