

# Academic Leadership Journey

*Helping Brilliant Scientists become Bold Leaders*

## Science thru Colours: training programme for professors only

Based on our experience in academic institutes & organizations (universities & research institutes) we have developed a **Leadership Programme for Academic Leaders**.

### Programme description

#### What's your story?

- Personal preferences
  - Discover your personal preferences, qualities, challenges and allergies
  - Recognize other people's preference and broaden the range of people you can work with
- Your 'why'
  - Discover and voice what the difference is you want to make to your world



#### It's all about words



- Respond, don't react
- Engage people through respectful but not cautious communication
- Recognize and change interaction patterns
- Share expectations and feedback effectively
- Anticipate and effectively deal with conflicts, crisis, or other difficult situations

#### Getting things done... as a manager, coach, leader and entrepreneur

- Decide consciously when to "manage" your colleagues and when to "lead" the space
- Delegate responsibilities wisely
- Motivate people to take up their own responsibility and make their own decisions
- Inspire people to identify with the ultimate scientific breakthroughs you are trying to achieve with your research group
- Leading is not about hierarchy. It is about the mandate that you give yourself



#### Challenge and support for top performance

- Discover your preferred leadership style
  - Learn to adjust your leadership style to the needs of your colleagues
  - Create a fertile breeding ground for highly skilled professionals (who might become your competitors ...)
  - Coaching people who sometimes are more expert in their domain than you are.
  - Increase motivation and commitment within your team



#### Leadership is shared. Building trust, ownership and effective teams

- Teamwork within a group where collaborators come and go; and where funding is far from stable
- Build the team around a compelling purpose
- Put trust and ownership in the team, shared leadership
- Install just enough structure and procedures
- Ensure a respectful but not cautious way of interacting within the team



#### Me and my world



- Positive politics
- Influencing stakeholders to create common ground
- Networking skills and working towards more visibility

## What can you expect?

### Mix of theory & practice

The programme is built around a **carefully chosen set of frameworks** that are applied to **real cases of the participants**.

Each participant has an **intake interview** with the trainers prior to the group session, to discuss his/her specific questions and interests and to explore challenging situations.

This way we guarantee that the frameworks that are offered are relevant and that each exercise is built around real-life situations of the participants.

6 to 8 weeks after the programme we organize an **"outtake" interview** in during which we translate the frameworks and tools offered into your personal "best practices". A final integration of your *lessons learnt*.

### Learning group of peers, cross universities, cross disciplines

We work with a group of **professors only** in order to increase the opportunities for an open and interesting exchange of experiences. The fact that the group consists of professors from **different universities** and **different disciplines**, offers **multiple perspectives** for all participants. This creates a unique openness to talk about your own questions, cases and challenges.

### indepth journey of 2 sessions of 2 days (& nights) (session 1: May 2024 – session 2: Sept 2024)

The fact that the programme is organized residentially, ensures that **you immerse fully in this Journey**. It is 2x2 days in a row, away from your normal daily environment, working on and talking and discussing about academic leadership from early in the morning till late at night

### The coaches: carefrontation

As trainers we ensure a **safe environment** to discuss and experiment. We act as a "mirror", **carefronting** you with your perceptions, assumptions and behaviours on the one hand. And we provide **tools & insights** to improve your leadership skills on the other hand. The purpose is not to change you as a person but to **broaden the range of tools and behaviours that you have at your disposal as a leader**.

## Practical Information

### Participants

We organize the programme for a group of **min 10 and max 16 participants**.

The training is conducted in **English**.

### Venue



We work in an inspirational, quiet environment: Open Huis, Staden, near Roeselare West-Vlaanderen. A sheep farm, breeding ancient and rare races, is very well suited to work in group and on your own, as well indoor as in the garden.

### Planning

**Session 1: May 23-24 2024 | Session 2: September 19-20 2024** – intakes in April May 2024, outtakes 6 to 8 weeks after the programme

### Cost (excl. VAT)

- 1550€ for the 2x2 day training programme, the intake interview and the individual coaching session (all materials included)
- **Early bird fee: 1450€ - register before February 29, 2024**
- Approx. 450€ for catering and hotel costs

### Registrations

