

Leadership and Management Skills Course for Senior Researchers (LMSC-SR)

We believe that leadership skills, essential for today's challenges in scientific work, can be acquired and developed. This workshop will enable senior researchers to master the challenges related to the interpersonal aspects of doing science and to confidently fulfil their leadership role.

Goals

In this practical and interactive workshop, participants will:

- Advance their communication, collaboration and leadership skills
- Understand how to reach career goals more efficiently and effectively
- Acquire skills to enable and empower others to do good science
- Learn how to better lead individual and group processes
- Exchange their experiences as leaders in science

Summary

Our interactive online workshop “Leadership and Management Skills Course for Senior Researchers” offers a diverse set of topics, which we approach in four complementary sessions and an additional two follow-up sessions, 6 months after the initial course.

Leadership and Management Skills for Senior Researchers (LMSC-SR)			
Session I Fundamental Principles for Professional Interactions	Session II Key Skills for Effective Communication	Session III Enhancing your Efficiency	Session IV Team Development
Setting the Frame for an Effective Interaction	Active Listening	Setting Priorities	Keeping Motivation High
Role Awareness	Emotional Intelligence	The Art of Delegation	Conflict Management
Attitudes and Tools for Productive Interactions	Ego States	Integrating Personal and Professional Roles	Understanding Group Dynamics
Leading in Times of Crisis		The Art of Giving Feedback	Action Plan & Closing
Time per session: 3.5h including a break			

Follow-Up Training for the Leadership and Management Skills Course for Senior Researchers (LMSC-SR-FU)

We strongly believe that professional and personal growth needs continuous effort. We know from experience with numerous workshop groups that the impact and sustainability is highly increased if the participants were exposed to a follow-up training. This is why we offer this follow up course to participants who attended our previous Leadership and Management Skills Course for Senior Researchers.

Goals

In this practical and interactive workshop, participants will:

- Refresh and deepen concepts and methods from the past workshop
- Acquire more advanced tools to master challenging professional situations
- Deepen their leadership knowledge with new subjects
- Practise on specific case studies
- Learn from each other's cases where skills acquired in the first workshop helped
- Secure the implementation of the course materials in their current professional situation

Summary

The following scheme represents the general layout of the course. In addition, we will collect expectations and current issues of participants, and tailor the content and schedule accordingly.

Follow-Up Training: Leadership and Management Skills for Senior Researchers (LMSC-SR-FU)	
Session I Focus: Recap & Case Work	Session II Focus: Negotiation & Case Work
The Big Picture: Recap of the Initial Course	Case Work II
Success Stories	Negotiation
Expectations: Current Challenges	Case Work III
Case Work I	Q&A, Action Plan, & Closing
Time per session: 3.5h including a break	

Working Style

- As our training philosophy is based on 'learning by doing', we strive for a highly interactive learning environment in which participants actively engage in discussions and exercises
- We will balance teaching and practical exercises in pairs or small groups
- We will work with real life cases of participants
- To mitigate the effects of remoteness, we will include playful elements and be tolerant with the small disturbances in a home office
- Each session will be moderated by two hosts, enabling a process-oriented and interactive experience which fulfils the high standards of our training courses
- We will use the resources of the video conferencing platform Zoom
- Materials produced during the workshop will be made available to participants

Who is hfp consulting?

hfp consulting is a company that provides professional development training exclusively to scientists. We have developed and established professional development workshops for scientists at leading organizations in Europe (e.g. MRC and NBI in UK, EMBO, BRIC and NNF centres in Copenhagen, VBC and IST in Vienna, BIST and PRBB in Barcelona), Middle East (e.g. Weizmann, Technion, Tel Aviv University), USA (e.g. Johns Hopkins University, Harvard Medical School, MIT, Princeton, Cornell), Africa and Japan. These organizations run one of the most successful training programmes for scientists and we are proud to have pioneered this together with them and that we keep being involved in these programmes on a continuous basis. Our experience in selectively working with scientists worldwide has been highlighted in an article in Nature on Leadership in Science (<https://www.nature.com/articles/d41586-018-05156-3>). For more information please visit www.hfp-consulting.com or follow us LinkedIn and Twitter @hfpconsulting.

Technical Requirements

- Stable internet connection
- Zoom Video Conferencing Software on PC or Mac (version 5 or newer)
- Use of headset recommended