Fix the leaky pipeline!

A career-building program for women in science

ETH Domain's Group of Equal Opportunities for Women & Men

Leadership and how to succeed in the Scientific Community

Good leadership skills are one of the foundations of a successful academic career. This course is about developing leadership skills that will enable you to successfully supervise graduate students (even the difficult ones!), lead a research group, interact well with peers and be heard by "those in power". A major focus of the course is on finding the tools to live your authentic leadership style, one that fits your vision of a good professional life, with ease and success. We will examine both formal and informal leadership settings, and touch on many of the facets of good leadership: dealing well with resources, communication and negotiation skills, settings boundaries, and resolving conflict. The course will be practical and interactive, with individual tips, tricks and feedback for all participants.

Workshop objectives

- You identify your current strengths and weaknesses as a leader and can create opportunities to polish and develop your skills in your current position.
- You identify your own values, needs and priorities as a leader and can formulate a clear leadership statement for use with your (future) team.
- You can implement effective, practical tools to better supervise graduate students and a research team.
- You can implement effective and practical strategies for negotiations, and for dealing with conflict.
- You understand how your communication style supports or undermines your own leadership, and practice and polish your style (with individual feedback) throughout the course.

Programme

- What makes a good leader?
- Components and skills in leadership
- Communication – how do the "natural-born leaders" do it?
- Empathy as a foundational principle in negotiating
- Leadership styles appropriate to a research environment: creating a trustworthy, responsible and learning team
- Setting boundaries, making yourself heard, dealing with conflict situations

Methods

Highly interactive seminar using a wide variety of learning methods such as group, pair and individual exercises, plenary discussions, case studies, coaching, and feedback, complemented by theoretical input on the relevant topics.

Participants

The program is tailored to senior PhD candidates, postdoctoral fellows & senior scientists working in the ETH-Domain who wish to pursue an academic career.

Trainer

Dr. Sarah Shephard