

Your Course: Young Leaders in Research

If you want to pursue a research career you have to be an excellent scientist. And: You have to be a leader! This course will give space to develop your leadership skills.

General Information:	
Date	02 - 06 September 2024 (Monday till Friday)
Teaching units	11 x 90 min
Location	Münster/Germany
Price	650 €
Minimum Number of Participants	7
Accommodation	not included / self organised (with EIAPD support)
Your trainer	Dr. Jan Schmidt



Course Description

Success in research needs more than being a brilliant scientist. Since a successful researcher will sooner or later lead a research group, leadership skills are essential to success. The first step in your development as a leader is to take responsibility for a group for the first time. This first leadership position shapes you as a person and your personality: There's a new role in a social system, new tasks to be done and unexpected challenges occurring e.g. in communication. For this reason we will pay extra attention to this first step in leadership careers. Quite often additional challenges are resulting from the fact that you not only are leader but at the same time you have a boss. What does it mean to lead in a sandwich position? Let's explore in the course! Last not least we will explore and discuss topics related to supervision as this is also typical for leadership positions in science: You have to supervise. But: What is this just leading? Or more? - Three steps will help to distinguish different facets in supervision: lead - train - facilitate.

The course "Starting as a Leader" enables young researchers to get off to a good start in their new position and to manage their tasks with confidence and awareness. With this aim, central topics such as role, communication, conflicts and upward leadership are developed together with peers and repeatedly related to leadership practice.

Objectives of the mobility

- To be able to act confidently as a leader in her/his first leadership position in science and thus be more

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	<p>successful as a scientist.</p> <ul style="list-style-type: none"> • To be able to communicate adequately with team members, superiors and colleagues to achieve goals - and to enjoy being leader . • To be able to deal with challenges and conflicts.
<p>Activities</p> 	<p>The course will be highly interactive. Methods used in the course are for example:</p> <ul style="list-style-type: none"> • Exercises: You will work in (small) groups on cases and topics and explore them in depth.. • Peer exchange: You will meet, discuss and exchange with other young leaders in a similar setting and situation and thus will gain confidence in your role and tasks. • Presentation by instructor using different methods. <p>Additionally you will have the opportunity to ...</p> <ul style="list-style-type: none"> • Explore the city of Münster and learn more about the city, e.g. why the Peace of Westphalia influenced the European idea. • Meet with colleagues from Münster University or other scientific institutions. Based on our various contacts we try to schedule a meeting with a person from a similar field. <i>(No guarantee that it works, sorry!)</i> • Network and exchange with colleagues from other European universities. EIAPD will facilitate a session to identify possibilities for further cooperation among participants.
<p>Learning outcome and impact</p>	<p>After the course you will ...</p> <ul style="list-style-type: none"> • be able to implement the skills in your scientific environment. • be able to communicate adequately and solution oriented with team members, superiors and colleagues . • be able to understand group dynamics and to constructively influence them. • profit from your expanded network - enriched by the other participants you met at EIAPD.
<p>Target Group</p>	<ul style="list-style-type: none"> • Postdocs, Junior Group Leaders, Assistant Professors - Young leaders in science who entered their first leadership position in science in the past 3 years or start in such a position soon.

Further information

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Your Destination: Münster

Münster is a very beautiful city in the west of Germany - the proof is the LivCom Award that Münster received as the "most liveable city" a few years ago. Its long history begins in the 8th century and can be experienced in many places in the city. Münster is known for its cyclists, the many green oases and also for its Christmas market. The university that characterises the city has a long tradition and with 40,000 students, 7500 employees (600 professors, 5000 scientists) is an essential part of Münster's cityscape. - Münster is the perfect place to combine further education, networking, history and culture!



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Monday 15 January	Tuesday 16 January	Wednesday 17 January	Thursday 18 January	Friday 19 January
09.00-12.30	09.00-12.30	09.00-12.30	09.00-12.30	09.00-12.30
<ul style="list-style-type: none"> - Welcome & Introduction - Understanding leadership. What does it mean to lead? - Leadership as a role (sociological role theory) - Basic tasks for a leader 	<ul style="list-style-type: none"> - Leading in a sandwich position: Upward and lateral leadership - Delegation & Responsibility 	<ul style="list-style-type: none"> - Supervising and Leadership!? - Train: Researcher Development Plans as tool to facilitate scientific development. - Supervisor=Facilitator? How to support doctoral candidates development 	<ul style="list-style-type: none"> - Values and Leadership: Conflict of values and the value square. - Conflict management for leaders I 	<ul style="list-style-type: none"> - Practice lab: open session for participants questions - Closing session
12.30-13.30	12.30-13.30	12.30-13.30	12.30-13.30	12.30-13.30
Lunch	Lunch	Lunch	Lunch	Lunch
13.30-15.00	13.30-15.00		13.30-15.00	
<ul style="list-style-type: none"> - Communication as No 1 leadership skill!? - Active Listening 	<ul style="list-style-type: none"> - The dialogic orientation quadrant (DOQ) and its impact on leadership - Case studies 	<p><i>Individual Learning</i></p> <p><i>or: Networking with colleagues from Münster University.</i></p>	<ul style="list-style-type: none"> - Conflict management for leaders II - Case studies 	

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