



Academic Leadership Journey

Helping Great Scientists become Great 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 (MBTI)
 - 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 adapt 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 program 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.

Residential in depth journey of 4 days (& nights)

The fact that the programme is organized residentially, ensures that you immerse fully in this Journey. It is 4 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", confronting you with your perceptions, assumptions and behaviours on the one hand. And we provide tools and 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

	Winter Course 2019
Intakes (1,5h) at different locations	December '18/January'19
Group training session (residential session, days from 9AM till 9:30PM)	February 5 – 8 2019
Individual coaching (1,5h) at different locations	6 to 8 weeks after training

Cost (excl. VAT)

- 1550€ for the 4 day training programme, the intake interview and the individual coaching session (all materials included)
- **Early bird fee: 1400€ winter course: register before November 30 2018**
- Approx. 400€ for catering and hotel costs

Registrations

You can register online on <http://www.truecolours.be/nl/content/academics>