

→ SELF-LEADERSHIP – LOOK WITHIN TO SUCCEED

«How self-awareness, self-confidence and self-efficacy can help me achieve my goals

Self-leadership is the process by which a person becomes more comfortable with who they are and what they want, allowing them to fulfil their potential and build a strong foundation from which to take daily decisions – both professional and personal. Self-leadership enables more effective communication, enhanced fulfilment and more balanced decisions.

In the world of scientific research, both men and women can benefit from learning and practicing self-leadership to improve their professional and personal lives. This course, however, is tailored specifically to women scientists to facilitate sharing experiences and insights. It

aims to give women specific support, advice and tools to use in their leadership roles.

How this workshop will help you

We will explore the topic of self-leadership by addressing self-awareness, self-confidence and self-efficacy. At the same time, this workshop will provide a space where you can exchange ideas and strategies with other women on dealing with and succeeding in the situations that women face at the higher levels of life science research.

Aims

At the end of this workshop, you will:

- Recognize that good leadership starts within,
- Be more aware of your values, strengths, achievements and intentions,
- Understand how personality, biases and stereotypes (your own and those of others) impact your self-leadership,
- Feel strengthened in your capacity to find effective and satisfying ways to deal with challenges concerning your professional role,
- Identify your own strategies to develop your (self-) leadership,
- Have a clearer view of your different roles in all areas of your life, how you want to be perceived in each one, and how to achieve this.

Methodology

The format of the workshop is highly interactive and practical, involving case studies, small group work and discussion sessions. You will be actively involved in the course, discussing your own life and leadership experiences and self-reflecting in a guided process. Your increased awareness and the tools you will discover can be readily used in daily life to enhance your leadership, success and satisfaction.

Duration

2,5 days. Individual sessions can be organised to work on specific situations.

Target audience*

Group leaders, team leaders, supervisors, principal investigators, professors, senior postdocs. Maximum number of participants: 14.

**(A residential version of the course for life scientists in academia is available for individual registrants at EMBO, Leimen, Germany: <http://lab-management.embo.org>)*

Trainers/experts

Melissa Davies graduate from the London School of Economics in Sociology and Criminology. After working as a team leader and project manager in several companies, Melissa was head of partnerships and development in a scientific research institute in Switzerland. She is now a consultant and coach for international organisations, multinational companies, scientific research institutes, academia and for non-profit organisations. She is a professional independent negotiator with over 20 years experience in negotiating agreements and training in negotiation skills and conflict management (www.negoservices.com). A qualified “solution focussed” coach, Melissa helps people and organisations face their challenges, and get to where they want to be.

This workshop will be co-run with either Hilde or with Stéphanie

Hilde Janssens has a PhD in Cell & Developmental Biology from the University of Basel, and has performed research at Stony Brook University (NY), at the University of Cambridge, and at the Centre for Genomic Regulation in Barcelona. Throughout her scientific career, she gained long-standing experience as a trainer and coach in the fields of interpersonal communication and leadership skills exclusively for scientists (www.servusscience.org). Since October 2016 she is also responsible for Diversity & Inclusion and Family Services at the Institute of Science and Technology Austria. For her work as a trainer, she has been cited twice in Science Careers and twice in EMBO encounters.

Stéphanie Ruder Schoof holds a Master in Economic and Business Management (HEC Lausanne, 1987). As a coach and trainer, she works with various multinational organisations including pharmaceutical companies, University Hospitals, and not for profit organisations. An experienced Integral Master Coach, Stéphanie has developed an extensive coaching and training practice in which she specializes in Self-Leadership and the “Art and Challenge of Personal Sustainability”. She says: “If we ever hope to be effective leaders of others, we must first be effective leaders of ourselves”.