

Leadership skills for scientists: How to row the boat

Topic area:	(Self-) management
Format:	Online or in-house workshop
Workload:	Online: 4 x 2.5 h-webinars plus self-paced work on our learning platform; in-house: 2 workshop days
Trainer:	Philipp Gramlich
Target group:	Postdocs and junior group leaders



This workshop gives you the essential leadership skills you need as a scientist: whether you are taking on leadership responsibilities during your postdoc or preparing for a leadership role in industry.

Leadership has evolved alongside our work environments. Flatter hierarchies, project work within a matrix structure, and more rapid changes in assignments, locations and colleagues are among the new challenges we all face. Scientists often assume leadership responsibilities before taking on a formal leadership role. This can pose an interpersonal challenge, and it leads to a shift of responsibilities and expectations. Suddenly, success is no longer just about doing good work yourself: you need to delegate, give feedback, select staff, resolve conflicts and help very different people work well together.

In this course, you'll learn about:

Situational leadership

- How can we adapt our leadership style to the different people in a diverse team?
- How can we delegate effectively and fairly within the team?
- Staff development.

Staff selection: Hire people who fit the task and form a team

- How to get the best team and not just clones of yourself.
- Overcoming biases in staff selection and other work processes.
- Gender equality and diversity in the hiring process.

Feedback and other one-on-ones

- Giving and receiving critical feedback.
- Feedback in the international context: address cultural barriers.

Conflict management

- Establish a communication culture in your team.
- De-escalate and resolve conflicts by mediation using the Harvard Negotiation Principles.

Workshop format and materials

Online: Four to six interactive 2.5-hour webinars, combined with self-paced work on our learning platform. Alongside the webinar phase, participants have three weeks to deepen their learning and can receive individual feedback from the trainers.

In-house: All participants receive a PDF script of the course, allowing them to revise the material at their convenience.