

## Leadership skills

<b>Duration:</b>	4 days with 1 webinar (2-2.5h each) per day
<b>Course type:</b>	Online seminar
<b>Trainer:</b>	Philipp Gramlich
<b>Target group:</b>	Postdocs and junior group leaders



Leadership has undergone changes- in parallel with our work environments. Flatter hierarchies, project work in a matrix structure and more rapid changes of assignments, locations and colleagues are but some of the new challenges we all face. Interpersonal skills become ever more important when leading a team or a project: for motivation, conflict resolution or work delegation.

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<p><b>Situational leadership</b></p> <ul style="list-style-type: none"> <li>- Can we find a leadership style that addresses the heterogeneity of our team?</li> <li>- Who to delegate to in your diverse team and how?</li> <li>- Staff development</li> </ul>	<p><b>Hire for quality!</b></p> <ul style="list-style-type: none"> <li>- How to get the best team and not just clones of yourself</li> <li>- Overcoming biases in staff selection and other work processes</li> </ul>
<p><b>Feedback and other one-on-ones</b></p> <ul style="list-style-type: none"> <li>- Giving and receiving critical feedback</li> <li>- Feedback in the international context: how (in-) direct can I be?</li> </ul>	<p><b>Conflict management</b></p> <ul style="list-style-type: none"> <li>- Prevent conflicts by your lab set-up: communication and practicalities</li> <li>- Deescalate and resolve conflicts by mediation and through fair negotiations</li> <li>- Escalate professionally if necessary</li> </ul>

### Course flow

Day 1	Day 2	Day 3	Day 4	Weeks 2-3
<p>Live webinar</p> <ul style="list-style-type: none"> <li>- Kick off</li> <li>- Situational leadership</li> </ul>	<p>Live webinar</p> <ul style="list-style-type: none"> <li>- Staff selection</li> </ul>	<p>Live webinar</p> <ul style="list-style-type: none"> <li>- Giving feedback and other one-ones</li> </ul>	<p>Live webinar</p> <ul style="list-style-type: none"> <li>- Conflict management</li> </ul>	<p>Individual written or oral feedback from the instructor</p>
<p>Individual and group course work (online and offline)</p>	<p>Individual and group course work (online and offline)</p>	<p>Individual and group course work (online and offline)</p>	<p>Individual and group course work (online and offline)</p>	

### About making notes during the course

All participants receive a script of the course in PDF format for offline and future use so that they can work through the material offline as well as after the course.

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