

Leadership skills: How to row the boat

Topic area:	(Self-) management
Setting:	Online or in-house workshop
Workload:	4-6 webinars of 2-2.5 h each = 2-3 workshop days
Trainer:	Philipp Gramlich
Target group:	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>Situational leadership</p> <ul style="list-style-type: none"> - Can we find a leadership style that addresses the heterogeneity of our team? - Who to delegate to in your diverse team and how? - Staff development 	<p>Hire for quality!</p> <ul style="list-style-type: none"> - How to get the best team and not just clones of yourself - Overcoming biases in staff selection and other work processes
<p>Feedback and other one-on-ones</p> <ul style="list-style-type: none"> - Giving and receiving critical feedback - Feedback in the international context: how (in-) direct can I be? 	<p>Conflict management</p> <ul style="list-style-type: none"> - Prevent conflicts by your lab set-up: communication and practicalities - Deescalate and resolve conflicts by mediation and through fair negotiations - Escalate professionally if necessary

Course flow online

Day 1	Day 2	Day 3	Day 4	Weeks 2-3
<p>Live webinar</p> <ul style="list-style-type: none"> - Kick off - Situational leadership 	<p>Live webinar</p> <ul style="list-style-type: none"> - Staff selection 	<p>Live webinar</p> <ul style="list-style-type: none"> - Giving feedback and other one-ones 	<p>Live webinar</p> <ul style="list-style-type: none"> - Conflict management 	<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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