

Inclusive Leadership for Gender Equality – Junior Faculty

Building up a research group comes with a bundle of challenges junior faculty usually have not been trained for. At this critical point of their career, starting group leaders have the opportunity to make the right moves: building a diverse group by selecting the right people and creating a stimulating environment that fosters creativity and helps everybody to be at their best. Being at the start also offers the opportunity to establish a culture of inclusiveness and Gender Equality.

In this interactive course, we will teach practical leadership and management tools that can be applied immediately. The course is strictly geared to the academic research environment.

Short theoretical input is followed by extensive exercises in small groups. Participants will benefit from mutual feedback as well as from the feedback of the course facilitators.

Inclusive Leadership for Gender Equality – Junior Faculty at UNIL					
Session I Fundamental Principles for Professional Interactions	Session II Key Skills for Effective and Inclusive Communication	Session III Enhancing your Efficiency	Session IV Building a Diverse Team	Session V Leading a Diverse Team	Session VI Leading Yourself
Frame Setting	Active Listening	Setting Good Goals – From Vision to Action	Diversity in The Recruitment Process	Elevating Gender Equality	Balancing Your Internal Drivers for Success
Managing Diverse Professional Roles	Emotional Intelligence	Time Management	Mitigating Unconscious Biases	Giving and Receiving Feedback	Assertiveness
Leadership as an Inner Attitude	Non-hierarchical Communication in Hierarchical Settings	Integrating Personal and Professional Roles	Understanding Group Dynamics	Addressing Conflicts Effectively	Action Plan & Closing
Time for each session: 3.5 h including a break					

Working Style

- As our training philosophy is based on 'learning by doing', we strive for a highly inclusive and interactive learning environment in which participants actively engage in discussions and exercises
- We will balance teaching and practical exercises in pairs or small groups
- Case studies will support application and implementation of the course learnings
- Each session will be moderated by a gender balanced team of two hosts, enabling a process-oriented and interactive experience which fulfils the high standards of our training courses
- We work with up to 16 participants in each workshop using the resources of the video conferencing platform Zoom
- Materials produced during the workshop will be made available to participants

Who are hfp consulting?

As a provider who exclusively focuses on training scientists, we can ensure workshops of the highest quality. We have developed and established professional development workshops for scientists at leading organizations in Europe (e.g. NBI, MRC, Crick in the UK, EMBO, BRIC and NNF in Copenhagen, VBC and IST in Vienna, BIST and PRBB in Barcelona, and SystemsX.ch network in Switzerland), the Middle East (e.g. Weizmann, Technion, Tel Aviv University), the USA (e.g. Harvard Medical School, MIT, Princeton, Cornell), Africa (supported by the Bill and Melinda Gates Foundation), and Japan. These organizations run one of the most successful training programmes for scientists and we are proud to have pioneered this together with them and that we are continually involved in these programmes on a regular basis. Please find some references and endorsements at the end of this document.

Our experience in selectively working with scientists worldwide has been highlighted in an article in Nature on Leadership in Science (<https://www.nature.com/articles/d41586-018-05156-3>).

Testimonials from our workshops for Junior Faculty

“This course has been transformational in my journey as a leader and physician-scientist.”

“We got very useful tools, met colleagues who share similar experiences/problems, built a network and I learnt a lot about myself.”

“Loved the tools I gained, encouraged me to look at myself and my interaction with others.”

“Above expectations, very rich in material and thoughts.”

“Very valuable course to think and learn about leadership with concrete, tangible concepts that I can set into practice.”