

## Research Leadership Mastery

*- Become a great leader & build a high-performing team -*

### Why?

Leadership is a crucial aspect of success in the academic world. A well-led team can produce high-quality work, foster a positive and supportive work environment, and help team members grow both personally and professionally. However, leading a team in academia can also be challenging, especially for those who are new to the role or who have not received proper training and support.

The Research Leadership Program aims to address this challenge by providing training and support to faculty and postdocs applying for faculty positions. The program is designed to help team leaders define their team's purpose and mission, establish a strategic hiring and team building plan, take control of their team culture, and define values that enable independent decision making. The program also covers key areas such as improving team communication, fostering positive team dynamics, developing a team strategy for personal and professional growth, designing support and feedback systems, and coaching team members to find purpose in their work and careers.

One of the main objectives of the program is to help participants focus on impactful work rather than simply worrying about the number of publications on their CV. By defining their team's purpose and mission, team leaders can ensure that their efforts are directed towards work that is highly meaningful and fulfilling. This, in turn, leads to increased motivation and job satisfaction for team members and higher-quality output for the team as a whole.

The program also covers strategic hiring and team building, which are crucial for ensuring that the team is able to produce high-quality work. By taking control of their team culture, team leaders can maximize fun and collaboration within the team while minimizing drama and team quarrels. This helps create a positive work environment where team members are motivated and feel supported.

Another key aspect of the program is improving team communication, which is essential for solving problems efficiently and minimizing misunderstandings. By fostering positive team dynamics, team leaders can create a safe work environment that reduces stress and anxiety, which in turn leads to increased motivation and teamwork. The program covers the development of a team strategy for personal and professional growth, which can help team members find purpose in their work and direction in their careers.

In addition to these key areas, the program also covers the design of support and feedback systems, which are crucial for effective supervision. The program includes coaching sessions that help team leaders coach their team members to find purpose in their work and careers, which in turn helps increase the team's independence and ability to make decisions. This leads to a more synergistic working relationship between the team leader and team members, rather than a hierarchical structure characterized by ineffective micromanagement.

Finally, the program covers the retention of productive team members, which is essential for maximizing output. By focusing on personal and professional growth, motivation, and fulfillment for all team members, the program helps team leaders create a work environment that encourages high levels of productivity.

## *What?*

The Research Leadership Program is built – like all our programs – around our unique LIT process, which stands for Learn – Implement – Transform. Its purpose is to equip you with the ability to fully integrate the knowledge and techniques you learn, and apply them effectively in your work environment.

The Learn phase of the program provides you with in-depth training on research leadership through a series of recorded video sessions. These sessions are bi-weekly, covering 12 modules that delve into the core training and management principles, tailored to the needs of small to medium-sized research teams in academia.

The modules are:

**Module 1:** The one that helps you find your spark.

**Module 2:** The one where you define your niche for impactful work.

**Module 3:** The one that gets strategic about building your team.

**Module 4:** The one that is crucial to defining your team values.

**Module 5:** The one on leadership styles.

**Module 6:** The one about your team vision, mission and purpose.

**Module 7:** The one on growing your influence with your team and decision makers.

**Module 8:** The one of your career fulfillment.

**Module 9:** The one illuminating relationship dynamics within your team.

**Module 10:** The one on project management styles

**Module 11:** The one about creating a team culture aligned with your values.

**Module 12:** The one on leadership styles that are aligned or misaligned with your authentic self.

The Implement phase involves putting the lessons learned into practice. With the support and guidance of experienced coaches, you adapt the leadership systems to your specific needs and work with your team to ensure effective implementation. Group coaching sessions provide a platform for participants to discuss the course content, develop strategies, and address any challenges that may arise. Additionally, your supplementary workbook helps you to digest the training content and develop your own version of leadership.

The effective implementation of the principles learned through the research leadership program can lead to a positive transformation of your team's working culture, resulting in enhanced team dynamics and alignment with shared values.

## *How?*

The program is structured as follows:

- 1. Recorded video training sessions** to cover the core training and management principles. Here, we pull on the most appropriate team management approaches & frameworks suited for small and medium-size research teams.
- 2. Implementation with your team.** Rather than relying on case studies that may or may not apply to your individual situation, you will implement with your team as we go and get feedback from us. Leadership & management is best learned by doing it.
- 3. Group coaching sessions** to discuss the course content and develop strategies for implementation with your team. This is your safe forum to bounce around ideas and address any challenges that you may encounter.
- 4. 1:1 sessions** during the program to keep you on track
- 5. Workbook** with training exercises.

## *Tuition*

The tuition for the **Research Leadership Mastery 6-months program is € 5797+ 19% VAT.** You may qualify for a discount if you agree to provide three short video testimonials documenting your progress throughout the program.