

## Inclusive Leadership for Gender Equality – Junior Faculty

Building up a research group comes with a number of challenges. Leadership and management skills are critical in all aspects of science, from starting your group to collaborative projects of course the continued success of your group and your research.

With this workshop we aim at providing you with tools for this successful management, within a framework of gender equality and diversity. Indeed, realising Gender Equality in an organisation requires a joint effort – of women and men alike - based on mutually agreed values, common understanding of leadership principles and a continuous implementation process. In this interactive workshop format, we will introduce fundamental leadership principles and leadership tools that will enable the group to move forward and gradually make concrete steps towards successful science and the realisation of the Universities' Gender Equality Policy.

The modules given by [HFP consulting](#) for each course will be from **13:30-17:00** on the dates indicated in the table below.

In addition, on **\*September 6th**, there will be a kick-off discussion from **11:30-12:30** with role models from the fundamental sciences ([Prof. Susan Gasser](#) and [Prof. Alfonso Valencia](#)) discussing their careers and leadership with relation to Equality, Diversity and Inclusion (EDI) issues. On **September 23rd**, from **13:30-14:30** there will also be a discussion session hosted by [Carine Carvalho](#), Head of the Equality Office of the UNIL where she will present the EDI principles and rules in the context of academic leaders of the UNIL.

Inclusive Leadership for Gender Equality – Junior Faculty at UNIL					
*06 Sept	10 Sept	14 Sept	17 Sept	21 Sept	24 Sept
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 participant

## 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.”

