

# BIST COURSE | Empower: Leadership Training for Postdoctoral Scientists

ALICIA MARIN

May 21, 2024 to June 18, 2024

10:00 to 14:00

Mir-Puig Elements room

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This is a 16-hour face-to-face training consisting of 4 workshops of 4 hours each, created to equip postdoctoral scientists with practical tools to take on a leadership role in sustainable manner, both for themselves and for their teams

**Dates:**

21/05 and 4/06 at ICFO (Castelldefels);

11/06 and 18/06 at Pavello Garbi (La Maternitat, BCN).

All sessions from 10.00-14.00

**Target audience:** Post-doctoral researchers and junior group leaders

**Available places:** 4

**Training content:**

Workshop 1: Leading Yourself

The session focuses on establishing the framework of the programme and generating commitment in participants for their role as leaders. On the other hand, participants will become aware of how humans think, feel and act. They will work on the competences of emotional intelligence, starting with self-awareness, to reach satisfactory relationships with others at work.

Expectations and objectives of the program

Working alliance

Brief introduction to Daniel Goleman's model of emotional intelligence Self-awareness:

Beliefs, values, and actions

Time Management: Importance of effective time management for professional growth and

Workshop 2: Leading Others

The session focuses on knowing different styles of communication are required for successful leadership; fundamentals of leadership in practice.

Communication skills for leading and motivating a team (active listening, assertiveness, how

to say no, asking questions)  
Mintzberg's managerial roles  
The art of delegating well

#### Workshop 3: Leading your Career

The session focuses on empowering participants to take the reins of their own professional career

Conflict resolution strategies for maintaining a positive work environment.  
Win-win Negotiation Style  
Setting career goals and developing a long-term vision, SMART Goal definition  
Tips for successful networking: a scientific approach

#### Workshop 4: Mental wellbeing for a sustainable career

Working in a scientific environment is energizing and very competitive this session will provide practical tools to manage stress and develop resilience.

Recognizing signs of stress and burnout  
Strategies for managing stress and maintaining mental health:  
Promoting work-life balance for enhanced productivity  
Cultivating resilience and coping mechanisms in a demanding academic environment  
Individual action plan  
Programme closure

**Registration deadline: May 14, 2024**

**Hosted by:** Academic Affairs