prbb intervals
Continuing Professional Space for Reflective
Development Programme Learning

upf. Universitat Pompeu Fabra Barcelona   Department of Medicine and Life Sciences

EXCELENCIA MARÍA DE MAEZTU

PRBB Intervals Course Proposal

Course Title: Leadership Programme for Junior Women in Science

Dates
Session 1:   11.10.2023
Session 2:   25.10.2023
Session 3:   08.11.2023
Session 4:   22.11.2023
Always from 10.00-14.00 hours

Course Language
English

Course Leader(s) and very brief summary of relevant qualifications and experience
 Alicia Marín Muniesa: Professional coach, team coach, trainer. She has been facilitating programs to empower women in the fields of education, science, and business for more than 10 years.

Rationale for course (why is this course of interest for the PRBB staff?)
It is common knowledge that a high percentage of young, highly trained and talented women leave science before becoming principal investigators. This is partly because they have not developed the required leadership and self-confidence skills. This program will support them to connect with and grow such crucial abilities for their scientific careers.

Course aim - general
The main objective of this program is to motivate the target group to retain female talent in science and specifically in the sponsoring institutions (MELIS-UPF & PRBB).

Specific learning outcomes (what new skills, knowledge &/or attitudes will participants to take away from the course?)
Participants

- Will develop their self-leadership and communication skills, to feel more empowered to thrive in their scientific careers.
- Will get to know and practice with tools to take on a leadership role in the near to mid-future.
- Will develop their negotiating skills.
- Will experiment with visualization tools to better design and manage their careers.
- Will build, as a team, a self-managing learning community to tackle common challenges, even after finishing the program.

Course contents (outline of topics to be covered)

Session 1: Leading Yourself
- *Establishing the overall framework of the program*
- *Creating a team alliance*
- *Defining common challenges and expectations*
- *Connecting with the "leader within"*

- *Introducing Daniel Goleman's Emotional Intelligence Model:*

  o *Self-knowledge: Establishing the connection between beliefs, values, and actions.*
  o *Self-management: Becoming aware of and dealing with our emotions.*
  o *Self-motivation - to deal with challenges.*
  o *Empathy - to connect with others.*
  o *Social skills - to achieve common goals.*

Session 2: Leading Others... through efficient communication
- *High quality listening*
- *Asking the right questions*
- *Introducing assertiveness and the art of saying "no"*
- *The power of feedback*
- *Defining Leadership*
- *Mintzberg's management roles*

Session 3: Leading Your Career... through assertive negotiation and powerful visualization
- *Conflict vs. Problem*
- *Introducing and practicing Harvard's Win-win negotiation style*
- *Goal Mapping to define and monitor goals for professional development*

Session 4: Preparing for Peer coaching
- *Introducing coaching and Action-Learning*
- *Practicing peer coaching and using feed-forward to support one another*
- *Building a peer coaching alliance and establishing next steps*
- *Individual Action Plan*
- *Closure*

Training methods
- Face-to-face training
- Collaborative group dynamics
- Reconciling the necessary amount of theory with self-reflection, as well as analysing the results of several individual questionnaires
- Participants will define their *Individual Action Plan* by the end of the program

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Target group
Female PhD students and postdocs (open to other positions - staff scientists, technicians, and project managers - if there were free spots).

Number of participants (maximum)
12

Total course hours (Please specify: direct training with instructor present and required self-study)
Note: only the direct training hours will be included in the post-course certificate.

Number of hours of class time: 16
Number of hours of self-study: 2
Total number of course hours: 18

Pre-course preparation and/or between sessions?
No preparation will be required before starting the program. Yet, participants will have to fill out several questionnaires underline between sessions. Also, they will be invited to carry out some small tasks and observe themselves (and others) regarding leadership skills. All these assignments will be announced on due course during the program.

Material participants need to bring (laptops, etc…)
None required.

Relevant background reading/ audiovisual/websites or other materials
Will be referred to during the workshop.