

PRBB Intervals Course Proposal

Course Title: Leadership Programme for Junior Women in Science.

Co-organised between ISGLOBAL, MELIS-UPF and Intervals programme.

Dates

Session 1: 08.10.2025

Session 2: 22.10.2025

Session 3: 05.11.2025

Session 4: 19.11.2025

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 leaders in the fields of education, science, and business for more than 10 years.

Rationale for course (why is this course of interest?)

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 participants to keep contributing within science and to give female talent in science the place it deserves.

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

Participants:

- Will develop their self-leadership and communication skills, to feel more empowered to thrive in their careers in science.
- 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 steer 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:*
 - *Self-knowledge: Establishing the connection between beliefs, values, and actions.*
 - *Self-management: Becoming aware of and dealing with our emotions.*
 - *Self-motivation - to deal with challenges.*
 - *Empathy - to connect with others.*
 - *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 setting boundaries*
- *The power of feedback*
- *Defining Leadership*
- *Mintzberg’s management roles*

Session 3: Leading Your Career... through assertive negotiation and powerful visualization

- *Conflict vs. Problem*
- *Main sources of conflict and some tips to prevent them*
- *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, such as role plays and team problem solving*
- *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*

Target group

Early and mid-career research staff – priority will be given to candidates with two years of experience in their position. If in doubt about your eligibility, please contact the organizers.

Number of participants (maximum)

16

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 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.