

## Vlaamse Leergangen: sessie “Leadership skills”

**Titel:** Workshop Leadership

**Dates:** 1 full day (Monday 22nd of March 2021) from 9h-12h & 2 half days (Tuesday 23<sup>rd</sup> of March and Wednesday 24<sup>th</sup> of March) from 9h till 12h.

**Location:** TEAMS

**Price:** free for the researcher at the university college, but not for us, as we will reimburse the teacher. If you are unable to attend due to circumstances, please let us know 5 working days in advance. If you are absent without a valid reason, we are obliged to charge you a fee of 50€ per missed session.

**Register here:** [https://vlhora.formstack.com/forms/vllg\\_2021\\_leadershipskills](https://vlhora.formstack.com/forms/vllg_2021_leadershipskills)

**Target group:** (Senior) researchers

**Goal:** Acquire leadership skills and develop criteria for own leadership style. Get hand-on tools for successfully leading a team.

**Description:** Did you know that your leadership style and the quality of team communication have a huge impact on motivation and performance? That team dynamics can either become an obstacle or lead to a success story. Performance and results depend on the quality of teamwork, on established communication and cooperation structures and on effective task management. And last but not least on your confidence (!) and ability to integrate and get every team member aboard. If you want to enhance your leadership and self-management skills and at the same time have fun with group exercises and role-playing games, this workshop is for you!

You will reflect on your own role and strengths and learn how to implement effective tools right from the beginning in order to save you from common pitfalls. The workshop provides you with selected leadership models, basic aspects of team roles, phases, useful meeting structures and task management elements. Here you will explore powerful communication tools such as the art of listening, creative problem solving and implementing a constructive feedback culture. Furthermore we will discuss elements of motivating leadership and how to build trust and encourage teams towards the realization of goals.

These new-found leadership skills will help you motivate and inspire a team, leverage teamwork i.e., initiate and maintain a positive team spirit and successful collaboration.

Discussion Points:

- Leadership tasks, instruments and models
- Team development stages (Tuckman) and team roles (Belbin)
- Elements of high performance teams
- Leading yourself
- Planning and prioritizing
- Focus on strengths
- Meeting Culture
- Difficult situations and integrating different personalities (Riemann)
- Building trust through listening, empathy and feedback