

Inclusive Leadership for Gender Equality – Senior Leaders

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.

With this workshop we aim at establishing such an 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 the realisation of the Universities' Gender Equality Policy.

Inclusive Leadership for Gender Equality – Senior Leaders at UNIL					
Session I Fundamental Principles for Professional Interactions	Session II Key Skills for Effective and Inclusive Communication	Session III Shaping the Culture of the Department	Session IV Building a Diverse Team	Session V Using Power and Sharing Responsibility	Session VI Leading Leaders
Frame Setting	Active Listening	From Vision to Action	Diversity in The Recruitment Process	Influence and Power	Leading by Example: Diversity, Equality & Inclusion
Navigating Senior Leadership Roles	Emotional Intelligence	Elevating Gender Equality in Institutional Culture	Mitigating Unconscious Biases	Using your Circle of Influence	Implementation and Action Plan
Leadership as an Inner Attitude	Non-hierarchical Communication in Hierarchical Settings	Institutional Strengths to Build On	Understanding Group Dynamics	The Power of Peer Coaching	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 participants

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 Senior Leaders

“Helped me to better visualize the big picture in terms of leadership and my role.”

“The course gave me tools to reflect on my leadership style and ways to improve management of others. It was highly interactive, and a great experience.”

“The active nature of the training was great - learn tools and then practice using them.”

“This course provided an effective framework for understanding leadership roles and provided effective means of analyzing and understanding those roles which seem to me to be invaluable skills in almost any professional role.”

“The effort of taking this time from my daily activities was worthwhile.”