

## Leading teams in academia: multiple perspectives for greater awareness (online)

### Target group:

Late stage Post-Doctoral researchers and junior Principal Investigators (PIs).

### Objectives:

What is leadership? Which roles do different individuals play within a team? What dynamics underpin effective team communication? Which tools can one employ to provide more effective supervision? This workshop helps participants to develop the tools to effectively answer some of these questions.

### Description:

On the first day, participants are guided through a series of steps to identify which leadership strategies might best suit the needs of the team, to understand the different roles that individuals might play within a team, to enhance their communication skills and to address those issues that might influence the quality of supervision. On the second day, participants will join the workshop one at a time for a tailor-made session with the trainer. Within this context, participants will have the opportunity to discuss the individual challenges that they are facing and to employ the skills learnt on the first day. By investing one day working with their colleagues on the first day and engaging in a one-to-one session with the trainer on the second day, participants will gain new and invaluable tools to address the challenges that late-stage PhD students and early-stage post-doctoral researchers inevitably face.

### Contents in brief:

- Understanding the dynamics and the key roles that individuals play within a team.
- Exploring the key challenges pertaining to supervision and how to overcome them.
- Avoiding common leadership "mistakes" and developing your own "leadership toolbox".
- Adopting different strategies to enhance the quality of communication within the team.
- Understanding one own psychological profile and what kind of leader one is likely to be.

### Methodology:

- Role-plays to "act out" the real life situations faced by young team leaders.
- Continuous focus on the link between academic theory and everyday practice.
- Extensive hands-on, practical, exercises to test on the spot what has been learnt.
- Use of intercultural surveys and group discussion to address intercultural challenges.
- Individual, one to one feedback (especially in the tailor-made session on the second day).

### Trainer:

Dr. Matteo Garavoglia is Research Associate at the University of Oxford's Centre for International Studies and Adjunct Professor at the Hertie School of Governance in Berlin. Previously, he was the Italy Program Fellow at the Brookings Institution's Centre on the United States and Europe and Adjunct Professor at Johns Hopkins University's Paul H. Nitze School of Advanced International Studies (SAIS) in Washington DC. Matteo was educated at the universities of London (SOAS), Paris (Sciences Po) and Berlin (FUB). He lived in twelve countries across four continents and speaks English, French, German, Italian and Spanish. Matteo worked with Impulsplus for over a decade and provides workshops on the following subjects: "Almost there: preparing for the viva defense"; "Team communication: key roles and intercultural contexts"; "Rhetoric and speaking in public: an introduction to theory and practice"; "Leading teams in academia: multiple perspectives for greater effectiveness"; "Visible and influential: networking at conferences and across cultures"; "Just landed: an introduction to life and academia in Germany"; "Paid to research: how to prepare successful funding applications"; "Clear, engaging and persuasive: academic writing to stand out"; "Closing the gap: gender awareness training for men in academia" and "Leading the leader: lateral leadership to manage your bosses and supervisors".