

## Female Leaders in Science Course for Postdocs (YFLIS-PD)

At the level of group leaders and professors, women clearly still form a minority in the world of scientific research, although the numbers are growing. At the base of the low number of women in science lie many systemic, cultural and organizational issues. However, we believe that there is also an important component of personal confidence and ability to gain influence that can be built by women in science themselves. We have developed this workshop in order to empower and enable women to feel stronger and more confident when pursuing their Postdoc. Participants will learn how to authentically fulfil their role, how to strategically build powerful support networks and how to exert appropriate influence already at an early career stage.

### Goals

In this practical and interactive workshop you will:

- Develop an individual leadership style and self-confidence in your role as a female leader
- Build professional self-organizational and communication skills
- Practise how to get your voice heard through appropriate use of assertiveness
- Develop strategic networking skills and build your personal brand

### Summary

Our interactive online workshop “Female Leaders in Science Course for Postdocs” offers a diverse set of topics, which we approach in five complementary sessions.

Female Leaders in Science Course for Postdocs (FLIS-PD)				
Session I Fundamental Principles for Professional Interactions	Session II Key Skills for Effective Communication	Session III Enhancing your Efficiency	Session IV Solving Conflicts	Session V The Power of Peer Support
Setting the Frame for an Effective Interaction	Active Listening	Setting Priorities	Addressing Conflicts Confidently	Better Together: Peer Group Coaching
Navigating the Multitude of Professional Roles	Emotional Intelligence	Assertiveness	Negotiating Solutions	Individual Support: The GROW Model
Balancing Your Internal Drivers for Success	Giving and Receiving Feedback	Impostor Syndrome	Understanding Group Dynamics	Action Plan and Closing
Time per session: 3.5h including a break				



## Working Style

- As our training philosophy is based on 'learning by doing', we strive for a highly interactive learning environment in which participants actively engage in discussions and exercises
- We will balance teaching and practical exercises in pairs or small groups
- We will work with real life cases of participants
- To mitigate the effects of remoteness, we will include playful elements and be tolerant with the small disturbances in a home office
- Each session will be moderated by two hosts, enabling a process-oriented and interactive experience which fulfils the high standards of our training courses
- We will use the resources of the video conferencing platform Zoom
- Materials produced during the workshop will be made available to participants

## Who is hfp consulting?

**hfp consulting** is a company that provides professional development training exclusively to scientists. We have developed and established professional development workshops for scientists at leading organizations in Europe (e.g. MRC and NBI in UK, EMBO, BRIC and NNF centres in Copenhagen, VBC and IST in Vienna, BIST and PRBB in Barcelona), Middle East (e.g. Weizmann, Technion, Tel Aviv University), USA (e.g. Yale, Johns Hopkins University, Harvard Medical School, MIT, Princeton, Cornell), Africa 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 keep being involved in these programmes on a continuous basis. 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>). For more information please visit [www.hfp-consulting.com](http://www.hfp-consulting.com) or follow us LinkedIn and Twitter @hfpconsulting.

## Technical Requirements

- Stable internet connection
- Zoom Video Conferencing Software on PC or Mac (version 5 or newer)
- Use of headset recommended

