



## Postdoctoral Training Course in

# SCIENTIFIC LEADERSHIP

- An innovative six-session course on leadership specifically designed for postdocs in the sciences

**Dates:** 9:00am – 12:00pm on Fridays once a month  
Oct 18 | Nov 15 | Dec 13 | Jan 17 | Feb 21 | Mar 20

**Location:** Union South

**Cost:** No course fees thanks to our sponsors

**Eligibility:** Any research associate or postdoctoral fellow/trainee

**Application deadline September 1, 2019**

Apply online at <http://bit.ly/postdocleadership>



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Office of Postdoctoral Studies  
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## Overview

**Critical Skills Training.** Postdoctoral trainees are typically well trained in the technical aspects of their discipline but few receive formal training in leadership. This course will equip you with the critical leadership skills you need to succeed in a wide range of scientific career paths.

**Interactive Format.** The course will consist of six three-hour sessions offered once per month for six months. The sessions will be dynamic and interactive through the use of self-assessments, small group discussions, and case studies drawn from the scientific workplace.

**Tailored for Scientists.** You will hear the viewpoints and experiences of a range of scientific leaders from industry, academia and government via interviews recorded for the course. These unique videos, in addition to science-specific case studies, will illustrate the relevance of developing leadership skills in the context of a scientific career.

## Instructors



**Theresa Kim, PLCC, ACC**, has been coaching, consulting, and training for more than 15 years and currently serves as the program manager for the Fully Prepared to Lead program at the University of Wisconsin-Madison.



**Jill Walder, SHRM-SCP**, has been facilitating employee development and coaching employees on best practices in managing teams, conflict, and communication for most of her career. She currently leads the human resources department at the Morgridge Institute for Research, and has 15+ years of previous experience with a large, global provider of scientific solutions.

## Sessions



Course sessions will cover the following fundamental topics in leadership:

### **Session 1. Exploring Leadership & Discovering Your Interpersonal Style**

Friday | October 18 | 2019

Leadership is not about formal title or authority, it is about your personal behaviors and the ability to influence others to affect positive change. This session will introduce the concepts of leadership and guide you in understanding your personal style and how that affects your relationships with others.

### **Session 2. Managing Conflict & Communication Essentials**

Friday | November 15 | 2019

Conflict is necessary in leading a successful team, however, it needs to be managed effectively. This session will provide you with best practices on handling conflict and give you a chance to practice applying communication techniques in a variety of situations.

### **Session 3. Creating High Performing Teams & Leading Successful Meetings**

Friday | December 13 | 2019

Every team goes through phases of development before becoming high performing. Even if you are not the formal team leader, there are positive behaviors you can employ to help teams progress. This session will introduce the phases of team development, different decision-making styles, and tools to help run productive meetings.

### **Session 4. Giving Constructive Feedback & Motivating for Peak Performance**

Friday | January 17 | 2020

If properly delivered, feedback can be an invaluable gift of mutual respect and learning. This session will guide you through giving constructive feedback instead of criticism. We will also discuss how to harness the motivation within others to help promote a culture of open, honest communication.

### **Session 5. Conquering Change**

Friday | February 21 | 2020

Change is the only constant in our lives. Understanding the types of change, how individuals react to change differently, and how you can positively manage change is an essential part of leadership. In this session you will become aware of personal choices that help with change and transition as well as methods that will develop your resiliency to change.

### **Session 6. Program Capstone: Practical Leadership Applications**

Friday | March 20 | 2020

To be an effective leader, you must find the style that works best for you, openly communicate, and commit to personal development and growth. The capstone session will bring together the key takeaways from each session and guide you in developing a personal action plan to become a better leader.

## Application Process



Any research associate, postdoctoral fellow or postdoctoral trainee at the University of Wisconsin-Madison or the Morgridge Institute for Research may apply to participate in the course.

### **Application deadline September 1, 2019**

Apply online at <http://bit.ly/postdocleadership>

Space is limited to 28 participants. You will be notified of the result of the review process by September 30. By accepting a place on the course, you agree to participate in all six sessions.

## Questions



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