Leadership & Communication Course for Researchers

6 Saturday sessions – Interactive / Collaborative Approach

Leadership is at the heart of the capacity of society to develop, grow and prosper.

Taking the initiative, developing a compelling vision and inspiring others to follow are more than ever-needed in organizations big and small, private and public, start-ups and long established organizations.

The traditional command-and-control models, relying on status and hierarchical position to perform in a world where creativity and innovation play a crucial role, is outdated and does not bring the desired effects and even creates frustration and demotivation.

A leadership-based approach relying on the capability to influence stakeholders, decision-makers, colleagues and co-workers is key to make today's projects and undertakings a success.

Through this course, the participants acquire insights into the leadership topic, hone their leadership skills and undertake experimentation and simulation of real-life situations. We will work on the participant's posture to communicate effectively ideas and concepts in a compelling way and to lead and influence his/her stakeholders to ensure effective cooperation.

Upon completion of the course, the participants will have acquired transferable professional competencies, which are key in their professional career progress.

The participants

Potential participants are Ph.D. students or postdocs at the University of Luxembourg or the Luxembourg public research institutions LIST, LIH and LISER, or based in a Luxembourg company or research group. They are invited to declare their interest and submit their candidacy.

The participants will be selected on the basis of their past achievements (research and else) and their motivation to further enhance their leadership and communication skills.
The application will contain three documents:  
- a detailed CV (3 pages max)  
- a description of the current activity (maximum 200 words)  
- an essay (350 - 500 words) stating the candidate’s motivation and learning objectives to pursue such a course.

A jury will examine and select a maximum of 15 candidates per course.

Participation is mandatory. Together with their acceptance for the course, candidates will be requested to make a payment of 100 € that will be used to cover coffee, drinks and sandwich lunch for all sessions.

The schedule & cost

The course will be scheduled **September to November 2016** on the following dates and times (9:00 – 16:00), unless otherwise agreed with the selected participants:

- September 24th
- October 1st
- October 15th
- October 22nd
- November 12th
- November 19th

Recognizing the importance of establishing and enhancing the dialogue between academia and the private sector, the course is sponsored by the FNR, while the University of Luxembourg offers the meeting room for the course sessions.

Course material and logistics

The course will be held at the premises of the University of Luxembourg, Belval Campus, (room to be announced).

Course material will be provided.

The instructor

Dr. Jean-Marc Fandel works as an independent advisor to entrepreneurs, shareholders and boards on governance, leadership and growth strategies. He also trains, coaches and
mentors executives, company owners, as well as Executive MBA students in leadership and performance management.

He takes his experience and inspiration from 20 years in executive management of which 12 years as CEO and Chairman of various company boards in Luxembourg and abroad.

Jean-Marc Fandel holds a MSc and PhD in Economics from the Ecole des HEC of the University of Lausanne and completed the Advanced Management Program at the Harvard Business School. He is a registered Business Consultant and an ILA Certified Director, member of the Luxembourg Institute of Administrators.

**Application process**

Please send your candidacy to Angelina Clemens at the FNR (angelina.clemens@fnr.lu)

Documents to be included in the mail
- your detailed CV (3 pages max)
- a description of the current activity (maximum 200 words)
- an essay (350 - 500 words) stating your motivation and learning objectives to pursue such a course.

**Deadline** for submitting your candidacy is **September 1st, 2016**

You shall be notified at the latest by September 15th, 2016.
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Extract of the Syllabus

This syllabus and the following schedule are subject to change by the instructor.

Class 1:
Introduction and course description
Leadership definitions and framework
Leadership and management
The traits of leaders
Charismatic leadership and communication

Class 2:
Tools for leaders
- Fair process
- Powerful questions
- Co-development practice – concept and example
- Influencing skills

Class 3:
Case study discussion (1 and 2)
Feedback – concept and practice
The Leader as Coach – concept and practice

Class 4:
Case study discussion (3 and 4)
Feedback practice
Leaders and followers
Theory X, theory Y
Situational leadership – concept and practice
### Class 5:
- Case study discussion (5)
- Peer-Coaching session
- Team leadership approach
- Team decision making exercise – simulation

### Class 6:
- Evolving organizations and leadership
- Leadership in an international environment
- Debriefing of LCC2

JMF/August 1st 2016