

18 - 19 JANUARY

ONLINE DELIVERY

#### **EXPLORE**

- Develop and refine essential leadership skills
- ► Learn to communicate with clarity and impact
- Strategies to work effectively with different personality types
- ► Build process improvement & change management capability

#### **EXPERT FACILITATOR**



BOOK
BEFORE
4 OCTOBER,
SAVE
\$700





### **ABOUT THE EVENT**

Scientists often climb the leadership ladder through their scientific achievements and technical abilities. But few are prepared with the leadership skills necessary to develop and manage a best practice scientific team. In order to maximise performance in the laboratory and other settings, principal scientists must employ a number of skills including strong communication, emotional intelligence and authenticity.

Continuous funding cuts often cause tension and disengagement in the workplace. As a leader, it is imperative to motivate and engage your team in challenging circumstances, whilst addressing conflict simultaneously. In order to achieve an inspired and ambitious team, scientific leaders must create a work environment conducive to innovation and creativity.

Through various communication avenues and tactical relationship building, scientists can drive productivity and positive change whilst creating a strong supportive network for their team. In this workshop, you will explore the leadership skills demanded of scientific professionals to increase team performance and fast-track research outcomes, in a real-time decision-making environment.

### YOUR FACILITATOR

From coding in the 70s to becoming the Managing Director of a global IT company, Desley has had first-hand experience of the challenges faced in leadership roles; the barriers that hold people back and the conditions that create success.

Since 2004 Desley has completed a PhD in leadership development and has extensive experience in developing mindsets suitable for shifting workplaces to be productive, focused and creative communities.



#### **DAY ONE**

## Strengthen leadership skills for sustained operational success

- Understand the big picture in a VUCA (Volatile, Uncertain, Complex and Ambiguous) world
- Understand the difference between technical and adaptive problems
- Adapt your communication skills for leading in a VUCA environment
- Develop the counterintuitive skills needed for dealing with complex challenges/wicked problems/dilemmas

#### Lead strategic change as a scientific leader

- ► Create a vision and learn to guide team culture
- Collaborate across teams to drive new initiatives and face complex challenges
- Develop your skills for strategy formation and implementation
- ► Improve the way critical information is delivered, presented and understood

## Develop your communication skills to achieve influence

- Understand and adapt to the different ways individuals make sense of the world
- ► Develop your one-on-one communication skills to improve relationships
- Increase your EQ to better connect and communicate with diverse teams

### Resolve conflict and tackle challenging situations

- Break down negative perceptions between scientists and technicians to increase workplace harmony
- Strategies to identify and tactically address toxic workplace behaviours
- ► Techniques for effective conflict resolution in difficult or complex scenarios
- Navigate challenging scenarios difficult decision-making in a political environment

#### **DAY TWO**

#### Leadership in a STEM organisation

- Explore what is different in a STEM organisation and its implications for how to lead
- Explore the limitations of personal leadership mastery
- ► Learn how systems thinking can help with facing resistant and persistent problems
- ► Facilitate cross-functional communication to break down silos and broaden perspectives

#### Liaise with key stakeholders

- Communicate information effectively to different stakeholders
- Write scientific reports accommodating different stakeholders' communication styles
- Collaborate with policy and other external teams to build beneficial partnerships
- Effectively communicate technical outcomes to key non-scientific stakeholders

# Becoming deliberately developmental to realise organisational potential

- Understand different sense-making capabilities
- ► Gain insight into your immunity to change
- ► Learn to use errors and vulnerabilities to facilitate personal and organisational growth
- Build team culture and embed support structures into daily fabric of working life

## Drive productivity through engagement and innovation

- Inspire creative thinking and produce new ideas
- Build an environment conducive to innovation and creativity in the workplace
- Identify team motivators to increase productivity and engagement in the laboratory or technical environment
- What is your leadership development action plan?

#### WHAT OUR DELEGATES ARE SAYING



Fun workshop to attend as it is very dynamic which motivates engangment.

Systems Enginee
Thales

One of the most useful training that I've been too - lots of practical information that can be put into practice.



Lab Manager, NSW Health Pathology



Concise presentation with excellent real world inputs from course participants. Very informative and enjoyable two days.

Geologist, BHP Billiton Ltd



Thoroughly enjoyed the workshop and found it very valuable.Thank you.

Forensic Analyst

National Measurement Institute

Overall, excellent for the audience of research team leaders.
 The course was very informative.



Research and development

Department of Agriculture and

Fisheries QLD



Very good at drawing out experiences from those in the room and of leading conversations into the next topic. Overall an excellent course, I learnt a lot.

Scientist, Seqwater

# **Leadership Skills for Scientists Workshop** 18 - 19 January 2022

Online Delivery

### **Booking Form**

Event Reference: ALS0122A - O Priority Code: I

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