

# Academic Leadership Journey

*Helping Brilliant Scientists become Bold Leaders*

## Science thru Colours: training programme for professors only

Based on our experience in academic institutes & organizations (universities & research institutes), we have developed a **Leadership Programme for Academic Leaders**.

Upon demand we organize a **summer school** of this programme for professors of the **university of Antwerp** from September 2 till September 5, 2025.

## Programme description

### I Leader

- Embracing leadership: embracing and claiming your mandate as a leader
- Personal preferences
  - Discover your personal preferences, qualities, challenges and allergies
  - Recognize other people's preferences
- Building the bridge as you walk on it
  - Broaden the range of people you can work with



### Influencing others: It's all about words



- Respond, don't react
- Engage people through respectful, not cautious communication
- Recognize and change interaction patterns
- Share expectations and feedback effectively
- Anticipate and effectively deal with conflicts, crisis, or other difficult situations

### Challenge and support for top performance

- Discover your preferred leadership style
- Learn to adjust your leadership style to the needs of your colleagues
- Create a fertile breeding ground for highly skilled
- Coaching people who sometimes are more expert in their domain than you
- Increase motivation and commitment within your team



### Leadership is shared. Building trust, ownership and extraordinary teams

- Teamwork within a group where collaborators come and go; and where funding is far from stable
- Build the team around a compelling purpose
- Put trust and ownership in the team, shared leadership
- Install just enough structure and procedures
- Ensure a respectful but not cautious way of interacting within the team



### Getting things done is about balance & integration

- Efficiency - effectiveness
- Work – Life
- Passion - Commitment



## What can you expect?

### Mix of theory & practice

The programme is built around a **carefully chosen set of frameworks** that are applied to **real cases of the participants**.

Each participant has an **intake interview** with the trainers prior to the group session, to discuss his/her specific questions and interests and to explore challenging situations.

This way we guarantee that the frameworks that are offered are relevant and that each exercise is built around real-life situations of the participants.

6 to 8 weeks after the programme we organize an **"outtake" interview** in during which we translate the frameworks and tools offered into your personal "best practices". A final integration of your *lessons learnt*.

### Learning group of peers, cross disciplines within the University of Antwerp

We work with a group of **professors only** in order to increase the opportunities for an open and interesting exchange of experiences. The fact that the group consists of professors from **different disciplines**, offers **multiple perspectives** for all participants when exploring their own questions and challenges. The fact that all participants work at the University of Antwerp, creates a unique common ground and opportunity to share relevant experiences of **academic leadership at the University of Antwerp**.

### Residential in depth journey of 4 days (& nights)

The programme is organized residentially, this ensures that **you immerse fully in this Journey**. 4 days in a row, away from your normal daily environment, working on and talking and discussing about academic leadership from early in the morning till late at night

### The coaches: carefrontation

As trainers we ensure a **safe environment** to discuss and experiment. We act as a "mirror", **carefronting** you with your perceptions, assumptions and behaviours on the one hand. And we provide **tools & insights** to improve your leadership skills on the other hand. The purpose is not to change you as a person but to **broaden the range of tools and behaviours that you have at your disposal as a leader**.

## Practical Information

### Participants

We organize the programme for a group of **min 10 and max 14 participants**. The training is conducted in **English**.

### Venue

We work in an inspirational, quiet environment: [Kasteelhoeve Wange](#), near Leuven. This venue is very well suited to work in group and on your own, as well indoor as outdoor.



### Planning

**4 day training programme:** From September 2<sup>nd</sup> 9AM till September 5<sup>th</sup> 4PM, 2025

**Intakes:** July – August 2025

**Outtakes:** 6 to 8 weeks after the programme

### Cost (excl. VAT)

- **1.750€** for the 4 day training programme, the intake interview and the individual coaching session (all materials included)
- **Early bird fee: 1.650€** - register before May 15, 2025
- Approx. 800€ for catering and hotel costs

### More information & registration

- <https://truecolours.be/nl/academic-leadership-journey-level-one/>