



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**.

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 universities, cross disciplines

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 universities** and **different disciplines**, offers **multiple perspectives** for all participants. This creates a unique openness to talk about your own questions, cases and challenges.

Residential in depth journey of 4 days (& nights)

The fact that the programme is organized residentially, 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 16 participants**.

The training is conducted in **English**.

Venue



We work in an inspirational, quiet environment: Open Huis, Staden, near Roeselare West-Vlaanderen. A sheep farm, breeding ancient and rare races, is very well suited to work in group and on your own, as well indoor as in the garden.

Planning

4 day training programme: From February 3rd 9AM till February 6th 4PM, 2026

Intakes: December 2025 – January 2026

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 December 15, 2025
- Approx. 800€ for catering and hotel costs

More information

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