

PRIMA Leadership Programme

28.11.2023

The PRIMA Leadership Programme offers a **unique opportunity to acquire basic and advanced career and leadership skills in a holistic and science grounded approach**. All PRIMA, Eccellenza, and SNSF Starting Grant Grantees are invited to participate. The programme proposes multiple opportunities to better understand how academic institutions work, how team leaders can create an inclusive work environment, and how to navigate an academic career. Importantly, you become part of a unique female network benefiting you by:

- Realizing that everyone has the similar issues, and getting peer-advise
- Reflecting female-specific disadvantages openly
- Learning informally which institutions will make your life harder or will support females truly
- Allying for change together.

Grantees may participate in all events and will be provided with or refunded child-care if necessary. Grantees during their grants can decide how much time to invest and when. Two days per year allows you to gaining an overall understanding of basic and advanced leadership skills, as well as building a network of supportive peers. A guideline and a reading list are provided to support the process. A personal learning portfolio is recommended as an outcome. All participants will receive valuable certificates of attendance.

The programme supports **personal development towards 5 goals** correlated with female career success:

- I. **Know Yourself:** get self-awareness and confident
- II. **Understand Counterparts:** listen well, be mindful and change perspective with ease
- III. **Realize Context:** deeply understand context of your career in time and space
- IV. **Group-Dynamics:** get a feeling for predictable interaction patterns and (organizational) culture
- V. **Leadership Competencies:** build learning organization competencies and meaningful networks

These 5 goals are pursued in different types of events that we present below. The events either take place in Bern or online during the Spring and the Fall semester. The duration of the event varies between 1.5 hours and 2-days, and they all provide opportunities to engage in constructive dialogue with the other participants and the speakers. Moreover, many will also include practical exercises.

Type of event	Key focus	Format
Advanced Leadership Workshops	Advanced aspects presented by high-level international academic experts	<i>Virtual or in person; 1.5-hour, 3-hour, or 6-hours event; Speakers and topics change every year, only a few will be repeated.</i>
Academic landscape and academic careers	Understanding how recruitment procedure work, setting own career expectations, identifying opportunities, and other career-related topics.	<i>Virtual or in person; 3-hour event; Speakers and topics change every year, only a few will be repeated.</i>
Foundations of Leadership	Understanding the central role of the five goals presented above for success, how they resonate with different aspects of leadership and Grantees' settings	<i>In person event; Two-day retreat</i>
Case clinic	Solution oriented and applied career and leadership group-coaching	<i>Online or in person; 2.5-hour; Speakers change every year.</i>
Role models	Personal career and leadership reflections by established researchers. Grantees discuss own corresponding or contrasting experiences with them.	<i>Online; 1.5-hour; Speakers change every year.</i>
Reflection workshops	Peers discuss achievements, successes, and aspirations to enable transfer of learnings. Peers also discuss challenges, difficulties, and problems to collectively identify solutions and ally to realize them.	<i>Online or in person; 3-hour; Speakers and topics change every year, some may be repeated.</i>
Coaching	Meet and get to know all coaches + Individual sessions with coaches	<i>Online for the meet and get to know all coaches and then individual sessions upon agreement with coach</i>
Mentoring / Sponsoring	Make use of the prestigious status of SNSF by requesting mentorships through an SNSF-letter.	<i>Coordinated support for initiation of mentor- and sponsorships. Travel costs for 1 meeting within Europe or several meetings in CH.</i>