

# LEADERSHIP SKILLS FOR SCIENTISTS WORKSHOP

Enhance your effectiveness as a scientific leader in a complex and changing environment

27 - 28  
OCTOBER

## KEY OUTCOMES

- ▶ 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



**Dr Desley Lodwick**  
Executive Director  
Aberrant Learning

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## 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.



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Executive Director  
Aberrant Learning

## 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 engagement. ”

Systems Engineer  
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

