

Personal Leadership Program in the context of Dutch Academia 2022

The third edition of the personal leadership program *FemaleTopAcademic*

supports the female scientist in:

- making clear **choices** and bringing **focus** to her career;
- finding and expressing her **goal** and **purpose** in the context of Dutch Academia;
- taking the next step in her academic career with **renewed energy** and **strength**.

This program has been hosted sixteen times in Dutch for female scientists and professionals. This is the third English version. In this program we will introduce the specifics of Dutch culture at Academia.

The programs' benefits for female scientists:

As a scientist you have some experience with the complexity of the academic organization. Very often it's unclear how decisions are made. That's why you wish to develop these skills:

- being **in command** of your work;
- creating more freedom and space by an increased sense of **independence**;
- being able to seize opportunities that serve your **purpose/advance** your career;
- thinking **strategically** and acting **tactically**. This will be a benefit for the rest of your career.

The benefits of this program for the organization:

As a Professor or Head of Department you know from experience that advancing a successful academic career requires more than scientific competence. You need scientists who:

- are self-assured and dare to **speak out**;
- are an **asset** to the department;
- work more from **personal strength** and less from the need to control;
- understand, and know how to play, the **strategic game** at Dutch Academia;
- can be a scientific **role model**.

Offer

The program contains three components:

- Theme days
- Experimenting days
- Coaching

Three theme days

1. Theme day **Know your Why**. About personal values, drives and desired personal development.
2. Theme day **Negotiation & Good Politics**. Insight in your political arena and effectively dealing with opposing interests.
3. Theme day **Next Step**. Making an action plan for the next 5 years.

Three experimenting days

What makes the program unique are the experimenting days; days in which you explore and practice your personal communication skills. We use the method of Respectful Confrontation, which is a physical approach to the various aspects of communication. The topics of the experimenting days are:

1. **Me**: finding your true power and relying on it even in uncomfortable situations, such as presenting yourself.
2. **Me & the Other**: speaking your truth and confronting with respect, so that you are equipped to have these difficult conversations without harming yourself or others.
3. **Me in stressful situations**: being resilient to challenging reactions of others. We explore your personal boundaries and practice with different levels of aggression and their strategies.

Individual coaching

- The program starts with an individual intake. You are asked to answer some questions.
 - In between the theme- and experimenting days you will have two coaching sessions.
- To enhance the learning process you will be regularly invited to write a reflection report. After completion of the program there will be a **Final Ceremony**.

Details

- The group consists of 3 to 8 female scientists and, depending on the number of participants, be accompanied by 1 or 2 **Topvrouw** trainers.

- The suggested planning of the program is:

Individual intake	in mutual agreement	
Theme day 1 - Know your Why	Monday 12-09-2022	(09.30-17.00)
<i>Experimenting Day 1 - Me</i>	Thursday 24-11-2022	(09.30-17.00)
Coaching	October/November 2022	in mutual agreement
Theme day 2 - Negotiation & Good Politics	Monday 12-12-2022	(09.30-17.00)
<i>Experimenting day 2 - Me & the Other</i>	Monday 23-01-2023	(09.30-17.00)
Coaching	January/February 2023	in mutual agreement
Theme day 3 - Next Step	Monday 27-02-2023	(09.30-17.00)
<i>Experimenting day 3 - Me in stressful situations</i>	Monday 20-03-2023	(09.30-17.00)
Final ceremony	Monday 15-05-2023	(10.00-14.00)

- All meetings are in Utrecht, Boterstraat 24, close to Utrecht Central Station
- The all-in price is € 3.997,- VAT exempt.
- For more information or registration please contact: contact@topvrouw.nl

**The meetings are in accordance with the RIVM rules.
Due to covid-19, the days can (partly) take place online.**

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Walhoven 54a, 4761 MV Zevenbergen
T +31 (0) 6 20 48 95 340 E contact@topvrouw.nl
www.topvrouw.nl

Bank NL93ABNA 060 18 42 758
BTW 8052.42.648.B01, KvK 20081634