

## Personal Leadership Program in the context of Dutch Academia

### This 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 ten times for female scientists and professionals. In the English version 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 & intervision

#### 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.
- After completion of the program there will be a final coaching session.

To enhance the learning process you will be regularly invited to write a reflection report.

## Details

- The group consists of 4 to 8 female scientists.
- The suggested planning of the program is:

Prior	Individual intake	<i>Friday 29-11, Monday 16-12-2019</i>
1 <sup>st</sup> month	Theme day <b>Know your Why</b>	<i>Friday 10-01-2020 (9.30-17.00)</i>
2 <sup>nd</sup> month	Experimenting Day <b>Me</b>	<i>Monday 10-02-2020 (9.30-17.00)</i>
3 <sup>rd</sup> month	Coaching	in mutual agreement
4 <sup>th</sup> month	Theme day <b>Negotiation &amp; Good Politics</b>	<i>Monday 06-04-2020 (9.30-17.00)</i>
5 <sup>th</sup> month	Experimenting day <b>Me &amp; the Other</b>	<i>Thursday 14-05-2020 (9.30-17.00)</i>
6 <sup>th</sup> month	Coaching	in mutual agreement
7 <sup>th</sup> month	Theme day <b>Next Step</b>	<i>Friday 11-09-2020 (9.30-17.00)</i>
8 <sup>th</sup> month	Experimenting day <b>Me in stressful situations</b>	<i>Friday 09-10-2020 (9.30-17.00)</i>
9 <sup>th</sup> month	Final coaching session	in mutual agreement

- All meetings are in Utrecht, Boterstraat 24, close to Utrecht Central Station
- The all-in price is € 3.997,- VAT exempt. Early registration price applies until October 15, 2019 and is € 3.750,-

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

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