

**Preparing for academic leadership  
Hiroshima University  
12 March 2016**

**Overview**

This one-day workshop is aimed at tenure-track career faculty members and will enable participants to develop their leadership skills in a highly practical learning environment. They will explore the competences and behaviours of successful researchers and their individual values and leadership styles. During the workshop they will create a personal action plan to develop their leadership potential.

During the workshop, participants will:

- explore the behaviours associated with successful leadership
- share their understanding of leadership gathered through their pre-workshop interview activity.
- explore their strengths, motivations, values and talents relating to leadership
- consider where they would like to be in the future and make a plan to get there
- commit to a personal action plan

**Learning outcomes**

By the end of this workshop, participants will be able to:

- understand the different leadership styles
- understand their own values and motivations
- recognise their own leadership competences
- create a realistic and achievable plan of action to improve their leadership capabilities

**Workshop outline**

<b>Time</b>	<b>Session</b>	<b>Detail</b>
09:30 – 10:00	Welcome and introductions – aims of the session	Introductions and the experiential learning process
10:00 – 11:00	Understanding leadership	Introduction to and exploration of models of leadership
	Break	
11:15 – 12:30	Values and motivations	Group activity to explore personal values and motivation to be a leader
	Lunch	
13:30-15:00	Leadership behaviours and competencies	The Vitae Researcher Development Framework, general introduction. Benchmarking against the RDF Leadership lens, evidencing competencies in pairs using the STAR technique
	Break	
15:15 – 16:30	What next?	Personal reflection and action-planning based on the learning of the day, setting SMART objectives and building peer support networks