

## **Leading teams in academia: multiple perspectives for greater effectiveness (2 days)**

### **Target group:**

CECAD Principal Investigators.

### **Objectives:**

What is leadership? What dynamics underpin relations within a team? How can intercultural diversity be exploited to the team's benefit? This workshop helps participants develop their leadership skills.

### **Description:**

Participants are guided through a series of steps to understand the essence of teamwork, to identify which leadership strategies might best suit the needs of the team and to practice leadership skills. The techniques introduced in this workshop can be used in a variety of contexts ranging from leading a team on a day-to-day basis to enhancing the team's long-term productivity. Particular emphasis is placed upon enabling prospective leaders to become aware of key dynamics and intercultural issues to adjust their leadership strategies accordingly.

### **Contents in brief:**

- What kind of leader do I tend to be?
- Key roles individuals fulfil within a team
- Introduction to team leadership: an overview
- Analysing the nature of the task / objective
- Setting targets for the team
- Different natures and exercises of power
- Running a SWOT analysis for your team
- Delegating tasks to the team
- Giving and receiving good quality feedback
- Basic communication theory
- The impact of cultural issues
- Body language: do's and don'ts

### **Methodology:**

- Continuous focus on the link between theory and practice.
- Extensive hands-on, practical exercises.
- Use of intercultural surveys.
- Individual, one to one and group feedback.

### **Trainer:**

Dr. Matteo Garavoglia was educated at the universities of London (SOAS), Paris (Sciences Po) and Berlin (FUB). He has lived in twelve countries across the world and is fluent in English, French, Spanish and Italian with a working knowledge of German. Dr. Garavoglia is currently the Italy Program Fellow at the Centre on the United States and Europe at the Brookings Institution in Washington DC. He is also Research Associate at the Centre for International Studies at the University of Oxford and serves as Adjunct Professor at Johns Hopkins University's Paul H. Nitze School of Advanced International Studies. His research focuses on European Union humanitarian assistance, development aid, election observation, democracy support, human rights, migrants and refugees. Dr. Garavoglia worked with Impulsplus for a number of years and provides workshops on the following subjects: "Almost there: preparing for the viva defence"; "Team communication: key roles and intercultural contexts"; "Rhetoric and speaking in public: an introduction to theory and practice"; "Leading teams in academia: multiple perspectives for greater effectiveness"; "Visible and influential: networking across boundaries and cultures"; "Just landed: an introduction to life and academia in Germany".