

# Leadership programme for women researchers at UCT Prague

*“The courses were absolutely great, there should definitely be more initiatives like this one at UCT Prague.”*

Women are severely underrepresented in leadership positions at UCT Prague both in managerial and academic roles. There is currently a danger of the proportion and absolute number of women professors dropping during the course of the TRIGGER project due to the first wave of appointed women professors retiring. To address this situation, a leadership programme was launched in spring 2016 at UCT Prague.

## Goals of the Leadership Programme:

- Assess the needs of women with potential for career growth through a survey and interviews
- Identify men's attitudes toward women in leadership positions at UCT Prague
- Develop a program to facilitate women's progress into academic and managerial leadership roles, empowerment and networking
- Evaluate the impact of the designed actions and consider the ways to ensure some degree of sustainability of the programme



*“At first I was sceptical because of experiences in the past that weren't very good. The contents of the courses and the methods of delivery were a pleasant surprise!”*



## Planning: Programme design

### SPRING 2016:

The team conducted a literature review, mapped similar initiatives and carried out a statistical review of leadership positions at UCT Prague. The processes and rules for nominating women to committees were mapped.

### SPRING/SUMMER 2016:

The leadership programme was designed accordingly:

- The target group was defined, with approx. 15 women identified as potential participants in the programme
- A needs assessment survey was carried out among the target group
- Interviews were conducted with several participants from the target group
- The training module, including training sessions, individual coaching and peer activities, was designed according to the results of the needs assessment

*“Sometimes it's just enough to see that you're not the only one dealing with certain problems.”*

## Implementation: The programme run

### SUMMER 2016 – SUMMER 2017

#### 4 workshops organized in Autumn 2016:

- I know my strengths
- How to cooperate within the team
- Team leadership
- Communication training

#### 4 workshops organized in Spring 2017:

- Managerial skills I and II
- Self-presentation
- Stress management

*“I've made new friends who support me.”*

*“It helped me to understand where I stand and what I have to do in order not to be frustrated.”*

## Evaluation

### AUTUMN 2017

- Feedback collected from programme participants
- Programme evaluation and recommendations for the future
- Follow-up actions

*“I wanted to learn something new, to look at topics from a different point of view. The workshops met my expectations, gave me new information, insights and helped me identify the things I need to work on.”*

