



LUDWIG
BOLTZMANN
GESELLSCHAFT
Career Center

Leadership

LExA

LEADERSHIP EXCELLENCE
AWARD IN RESEARCH



**NOMINATE
EXCELLENT
LEADERS NOW!**

Nominations are open
until May 31, 2024



WHY AN AWARD?

LExA, initiated by the Career Center of the Ludwig Boltzmann Gesellschaft, aims to emphasize the significance of leadership in academia. It seeks to recognize and promote leaders who successfully navigate the challenges of academia and serve as role models for young researchers. The focus is not solely on management skills but on leadership skills, emphasizing the ability to influence and motivate others, foster a positive attitude, and act as role models to bring sustainable change to the academic system.

The award aims to contribute to improving the visibility of leadership and developing necessary competencies, creating better conditions for researchers and fostering better research outcomes.

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LACKING LEADERSHIP TRAINING/AWARENESS

The transition to leadership roles in scientific fields poses a unique challenge, as traditionally, success has been linked primarily to subject expertise rather than leadership skills. The competitive nature of the scientific environment often results in individuals attaining leadership positions without the necessary leadership training, a contrast to the strategic talent management prevalent in industries. In addition, academic careers do not rely on long-term employment.

»Leading in science often means supporting other highly committed experts on their journey. And this journey often has the goal of moving from the current organization to another one.«

DR. MARKUS EBNER - Founder of the Positive Leadership PERMA-Lead Model

2

SPECIFIC CHALLENGES IN RESEARCH & DEVELOPMENT

Leaders in research and development face distinct challenges, including high performance pressure, uncertain outputs, complex organizational structures, and hierarchies. The academic environment demands leaders to maintain high professional standards while navigating uncertainties intrinsic to research processes. Modern leaders are also tasked with mentoring young researchers, facilitating knowledge transfer, and supporting open innovation in science, responsibilities that are sometimes overlooked.

NOMINATE YOUR LEADERS NOW!



Get recognized for your work

Receiving the Leadership Excellence Award in Research shows that the researcher's efforts are valued and that they are making a significant contribution to their field.

Be a role model for leadership

Nominated leaders are role models for leadership for their own organization and can provide further impulses internally.

Promote equality & diversity

The award places the promotion of equality and diversity at the center of the evaluation.

Highlight qualitative leadership skills

The initiative also underlines the efforts of "Reform on Research Assessment" (increased consideration of qualitative aspects such as teamwork, collaboration, leadership, training, mentoring).

Get funding for your team development

The award comes with a cash prize of €4.000 for team development activities.

NOMINATION PROCESS

In 2024, the jury comprises accomplished professionals in leadership and academia, including:



DR. JEFFREY BULLER

Former Director of Leadership and Professional Development at Florida Atlantic University, expert, author, and Senior Partner at ATLAS Leadership Training



KERSTIN DÜBNER-GEE

Head of Department Human Resources Development & Opportunities at the Max Planck Society and board member at German Scholars Organization



DR. MARKUS EBNER

Founder of the Positive Leadership PERMA-Lead Model, Keynote Speaker, and Researcher at the Universities of Vienna and Klagenfurt



DR. MARKUS HAMMER

Director of Learning, Functions Leader, and Operations at McKinsey & Company, also a Lecturer at TU Graz, Institute for Innovation and Industrial Management



DR. VANESSA IWOWO

Leadership Development Consultant and Visiting Senior Fellow at the London School of Economics (LSE) and Program Director at Birbeck University of London

Who can be nominated?

Researchers from the close research environment can be nominated who have at least 2 years of leadership responsibility. In 2024, the award will feature 2 categories: **(Emerging) Leaders** and **Experienced Leaders**.

Selection criteria

The Nominee

- ▷ exemplifies professionalism and integrity, and thus serves as a role model
- ▷ clearly links individual work to institutional goals, providing a clear vision
- ▷ encourages collaborative and creative efforts in research
- ▷ champions equality and diversity in the workplace
- ▷ identifies and develops strengths in staff
- ▷ cultivates positive relationships for engagement and cooperation
- ▷ fosters trust and encourages ownership and initiative
- ▷ provides coaching and mentoring for career development.



THIS WAS LEXA 2023

The first LEXA call (Leadership Excellence Award in Research) received an overwhelmingly positive response, showcasing exemplary leadership across various fields. Nominations from 45+ institutions highlighted efforts, teamwork, and diversity, with balanced gender representation. The LEXA Jury selected four outstanding teams from Graz, Vienna, and Salzburg for their exceptional collaborative leadership. The pinnacle of the LEXA journey was the September 27, 2023, award ceremony, where Professor Eva Reininghaus from Medizinische Universität Graz was honored for her exceptional leadership skills, exemplifying the transformative impact of effective leadership in academia and research. 2023 year's LEXA winner, Eva Reininghaus impressed the jury with:

»[an] incredibly mature, motivating, highly identified leadership behavior over a long period of time, with very concrete successes in terms of careers, in terms of issues, in terms of this mission that she is pursuing.«

KERSTIN DÜBNER-GEE - jury member



HOW TO NOMINATE?

- ▶ Nomination is open to individuals capable of providing a well-founded assessment of the nominee's leadership work and its impact. This includes colleagues, team members, and superiors. At least 2-3 team members, colleagues etc. should be part of the nomination.
- ▶ The award decision is discretionary and valid without appeal.
- ▶ The submission must showcase the nominee's exemplary leadership through specific examples and their tangible effects. All application materials provided in **English** for the international peer review process.
- ▶ **For detailed application instructions and a comprehensive document list, please refer to the nomination guidelines on our website: cc.lbg.ac.at/lexa**

Submit your nomination via our LBG eSubmission Portal at esubmission.lbg.ac.at

IMPRESSUM

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Design & 3D-Artwork: William Knaack

LExA TIMELINE

MARCH 1, 2024

Publication of the call and submissions possible
via our LBG eSubmission Portal

MAY 31, 2024

End of the submission period

JULY 2024

Selection process by a jury of experts

SEPTEMBER 26, 2024

LBG XChange
Presentation of the award's winner