



LUDWIG  
BOLTZMANN  
GESELLSCHAFT  
Career Center

Leadership

# LEADING RESEARCHERS PROGRAM

LEADERSHIP DEVELOPMENT FOR  
GROUP LEADERS



# LEADING RESEARCHERS PROGRAM

Leading a scientific team involves navigating the constant tension between various individual career interests, diverse employment dynamics, and the imperative to cultivate and oversee an effective team within the research domain.

Amidst challenging framework conditions such as resource scarcity and a complex network of sponsors and clients, balancing the expectations of one's own organization, particularly those of one's manager, becomes pivotal for success.

These multifaceted challenges underscore the demanding nature of the role of a leading researcher, which is significantly influenced by external factors. The Leading Researchers Program seeks to enhance self-determination and equip individuals with the skills necessary to effectively navigate these complexities, thereby enabling success in leadership roles.

## THIS PROGRAM IS RIGHT FOR YOU IF YOU WANT TO....

- ✓ reflect and develop your own role as a leader
- ✓ strengthen your conflict resolution skills
- ✓ deepen your leadership abilities in times of change
- ✓ identify your potential in the area of emotional intelligence
- ✓ benefit from individual support on your specific leadership challenges
- ✓ connect & exchange with a diverse group of research group leaders from all over Austria

## TARGET GROUP

The target group for the Leading Researchers Program (LRP) is group leaders and Post-Docs who are currently leading a team and have done so for at least 6 months. The program is open to all Austrian universities and research organizations.

The LBG Career Center is offering this renowned leadership program for the 4th time.

12 participants will be selected according to an application process.

The program language is English.

Implemented by



LUDWIG  
BOLTZMANN  
GESELLSCHAFT  
Career Center

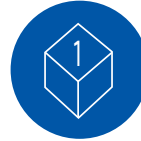
# PROGRAM MODULES & ELEMENTS

The program is composed of three 2-day-modules focusing on different aspects of leadership. Peer group sessions, potential analysis on emotional intelligence as well as individual leadership coaching complement the Leading Researchers Program.



## KICK-OFF SESSION

In this 2-hour online meeting, you will be introduced to the program's structure and its key elements. You'll have the opportunity to get to know your fellow participants as well as our experienced leadership trainers and set the next steps for your individual leadership support.



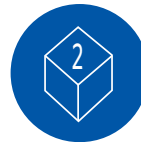
## MODULE 1

How can I lead myself? You explore the concept of self-leadership and the importance of leading from the inside out. You will reflect on your role as a leader in the context of your organization.



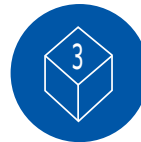
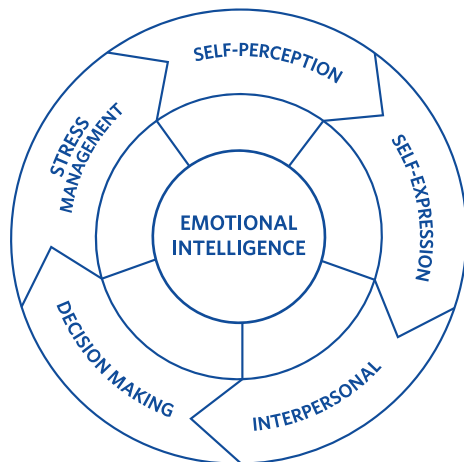
## POTENTIAL ANALYSIS ON EMOTIONAL INTELLIGENCE

The results of this potential analysis will support you in reflecting on your individual leadership style with a certified coach, focusing on interpersonal competencies, stress management as well as decision making.



## MODULE 2

How can I lead my team? This module equips you with the essential skills to foster a positive work environment, handle conflicts effectively and communicate with more clarity. You will explore the concept of Positive Leadership and the PERMA model.



## MODULE 3

How can I lead in times of change? You deepen your understanding of strategic leadership in change processes and how to effectively deal with resistance and uncertainty within your team. You refine your communication strategies involving the unique dynamics of change within scientific contexts.



### PEER GROUP SESSIONS

How can I integrate my learnings in my leadership role? You will reflect in groups of 3-4 on the leadership topics covered in the previous module. In this 2-hour online sessions, you share experiences and support each other in tackling leadership challenges. Our trainers will provide valuable insights and guidance to further enhance your leadership capabilities.



### INDIVIDUAL 1:1 COACHINGS

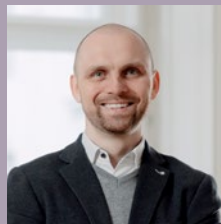
You will work on your specific leadership & management topics with an experienced leadership coach in a 1:1 setting. Besides having more clarity on your topics, you will reflect on options and tools, which support you in your current role. You can use up to 3 hours of coaching until the end of the Leading Researchers Program.



### POST-SESSION & ALUMNI GET-TOGETHER

You will reconnect with your fellow participants to reflect on your learnings and assess how your leadership role has evolved since the beginning of the program. This half day event in Vienna will be rounded off by a reception with Alumni of the Leading Researchers Program.

## LRP Trainers



### VINCENT PAULISCHIN

with 10+ years of experience, specializes in guiding teams and individuals through transformative processes in leadership, innovation and change. With a focus on systemic coaching and organizational development, he has conducted customized leadership trainings for many organizations. His commitment to fostering trust and collaboration empowers teams and individuals.



### LISELOTTE ZVACEK

advises research institutions as an organizational consultant, facilitates leadership training sessions, and lectures at universities. She is passionate about teams and group dynamics, having accumulated over 20 years of experience in executive training and leadership coaching. In her work, she is guided by the experience that communication can be more successful if we disclose our own observations, thoughts, feelings and intentions.



# CONTACT & APPLICATION



**ELISABETH SONNTAG, MA**  
Program Manager

LBG Career Center  
Ludwig Boltzmann Gesellschaft  
elisabeth.sonntag@lbg.ac.at  
T +43 676 970 1315  
cc.lbg.ac.at | lbg.ac.at

## FINANCING

The LBG Career Center covers the costs for the Leading Researches Program including fees for all trainers and coaches, participants' meal and hotel costs (excluding alcoholic beverages). Registration of participants is binding and failure to attend without a doctor's note or a reasonable justification (e.g. unforeseeable emergency) will result in a fee of 4,200 EUR. The LBG Career Center is kindly supported by funds from Österreich Fonds through the National Foundation for Research, Technology and Development

## APPLICATION CRITERIA

Applications are accepted through Thursday, **July 4th, 2024** exclusively via a brief video statement.

Please utilize the specified data transfer provider (<https://www.swisstransfer.com>) to securely submit your video to [elisabeth.sonntag@lbg.ac.at](mailto:elisabeth.sonntag@lbg.ac.at) while ensuring compliance with data protection regulations.

### In your 3-minute video statement, please share:

- 1 Your name, your current role and the organization your work for
- 2 How did you find out about the Leading Researchers Program?
- 3 What made you apply for the Program and how do you see your participation contributing to your professional development?
- 4 What question from your role as a leader would you like to answer in the course of the program?
- 5 What are you currently struggling with in your leadership role and how could you imagine the Program to support you?
- 6 How do you deal with change and what implications does change have for your leadership role and your team?

Please confirm in your video as well that all LRP dates are already scheduled in your calendar and that you plan on participating in each of the LRP elements.

Applicants accept the LBG - data privacy policy (<https://lbg.ac.at/privacy-policy>). The video will be saved on an LBG-server and not shared with third parties.

Only complete application documents can be considered in the application process.

### Deadline: Thursday, 4th July 2024

Send your video via <https://www.swisstransfer.com> to [elisabeth.Sonntag@lbg.ac.at](mailto:elisabeth.Sonntag@lbg.ac.at)

# TIMELINE

ALL CENTRAL EUROPEAN TIME, CET

ONLINE

## Kick-off

September 4, 2024, 10 - 12 pm

HOTEL LENGBACHHOF

## Module 1

How can I lead myself?

October 1 & 2, 2024

HOTEL KRAINERHÜTTE

## Module 2

How can I lead my team?

November 12 & 13, 2024

HOTEL FRIEDRICHSHOF

## Module 3

How can I lead in times of change?

January 22 & 23, 2025

FACE-TO-FACE

## Individual Coaching Sessions

Dates will be defined between you and your coach

COMPLETION OF ONLINE TESTING

## Potential Analysis

in September

Individual dates for 1:1 feedback talk will be set during Kick-off

ONLINE

## Peer Group Session 1

date & time will be defined during Module 1

ONLINE

## Peer Group Session 2

date & time will be defined during Module 2

EVENT LOCATION VIENNA, TBD

## Post Session & Alumni Get-together

March 11, 2025, 3 - 7 pm

**IMPRESSUM**

LBG Career Center, Ludwig Boltzmann Gesellschaft GmbH, Nußdorfer Straße 64, 4. Stock, 1090 Wien, Österreich, office@lbg.ac.at, +43 1 513 27 50, Design: William Knaack, Cover & page 2 photos: © NDABCREATIVITY / Adobe, photo Vincent Paulischin: © LIEB.ICH Productions, photo Liselotte Zvacek: © Liselotte Zvacek, photo Elisabeth Sonntag: © Moritz Nachtschatt