

Workshop: Managing up and lateral leadership: engaging effectively with colleagues

Date:	Mon, 3 June 2024, 09:00–18:00 h + Tue, 4 June 2024, 09:00–16:00 h (optional one-to-one slots)
Location:	virtual via Zoom
Target group:	Postdocs of all research fields of the UA Ruhr universities (max. 12 participants)
Trainer:	Matteo Garavoglia
Registration deadline:	20 May 2024

»» Please register at: <https://eveeno.com/136832115>

Description

This seminar nurtures “lateral leadership” skills to improve communication with colleagues, address ongoing challenges with them and nudge colleagues toward the goals that matter most to each one. On the first day of the workshop, participants are provided with a framework through which to assess their relationship with their colleagues, they identify realistic objectives that they wish to achieve, are introduced to a number of techniques to achieve these objectives and, finally, develop a plan to address outstanding issues they might have with their colleagues. On the second day of the workshop, participants meet the trainer through a series of one-to-one meetings (one hour each). Within this context, they have the opportunity to discuss their specific situation, eventual challenges they are facing and possible ways forward to improve the relationship with their colleagues or address difficulties they might be experiencing with their team members.

Contents in brief:

- Responding to legitimate needs and interests while also achieving your own goals.
- Chapman’s five languages of appreciation.
- Cialdini’s six psychological principles of effective persuasion.
- Achieving win-win solutions for both sides involved (Harvard negotiation method).
- Coming up with a plan to be later implemented to resolve ongoing problems.

Methodology:

- Working together with a partner to test one’s approach.
- Practical exercises to develop a plan of action to tackle outstanding problems.
- Plenum discussion to share best practice within the group.
- One-to-one session with the trainer for enhanced tailor-made support.
- Role-play to test possible approached and unexpected reactions.

Trainer

Matteo Garavoglia is Professor of Practice and Research Director at Tsinghua University in Beijing and Senior Research Associate at the University of Oxford. Previously, he was the Italy Program Fellow at the Brookings Institution's Centre on the United States and Europe and Adjunct Professor at Johns Hopkins University's Paul H. Nitze School of Advanced International Studies (SAIS) in Washington DC. Matteo was educated at the universities of London (SOAS), Paris (Sciences Po) and Berlin (FUB). He lived in fourteen countries across four continents and speaks English, French, Italian, Spanish and some German. Matteo worked with Impuls Plus for over a decade.