

# A Conscious Leadership Journey

*How to foster team performance with purpose and vision.*

## Target Group

This group was a group of Excellence Cluster scientists who were leading small teams.

## Objective

By the end of these sessions, each member of the “CIM Young Academy” will have identified their preferred leadership style and actively practiced being more and more effective in leading the people they work with.

## Method

This hands-on course is divided in three phases:

### Phase 1: Intakes

These one-hour interviews will be conducted with each individual to better adapt the workshops to their needs and expectations. The workshop facilitator will also visit the person’s working environment, introduce the course and initiate the first learning experiment.

### Phase 2: Kick-off Leadership Workshop

This full-day workshop serves to reflect on one own leadership style.

We will explore core values, reactive and creative leadership styles, aspirations, how to adapt one style while leading. During this day, we will also form a team out of the group and experience the phases of building teams.

### Phase 3: Practice Lab Workshops

These half-day workshops are exchange sessions on concrete cases and experiments. The team will reflect on the effectiveness of their leadership based on what they’ve tried between the sessions and on concrete situations they would like to improve in their current projects.

## Documentation

A custom-made electronic document including photos and the content covered in this training will be provided to all members of the group as the course evolves.