



Sahlgrenska akademin
vid Göteborgs universitet



Institutionen för Biomedicin
Avdelningen för Mikrobiologi & Immunologi

Leadership Development Program - Coaching Creativity - for young research leaders within the research centers MIVAC, Biomacell and Marine Paint, 2009-10

Purpose of the program

- To develop and practice the role of coach to groups and individuals
- To provide knowledge and experience of creating and leading teams and networks
- To become familiar with and contributing to develop important leadership environments at the Academy

The program is designed as a task-based learning process where the participants are offered plenty of opportunities to reflect upon leadership environments in Academia and how to create constructive bases for collaboration and mutual engagement. Participants are offered knowledge about themselves and their personal leadership and how organisational dynamics influence the practice of leadership. The driver of the program are the personal learning objectives of each of the participants plus a task, or project, given by the centre leaders Nils Lycke, Peter Thomsen and Björn Dahlbäck/Thomas Backhaus. The project amounts to coaching the leadership of these scientific centres in leading an actual and crucial strategic issue which they currently struggle with.

During the program the participants have met at four seminar modules (3 + 2 + 2 + 2 days) during the period Oct 2009 to March 2010.

The seminar modules: The participants have formed three teams, each one of them coaching a centre leader each. During seminars there has been a fair mix between working with the project, sharing experience and the introduction of new theory:

- Leadership and the singularity of leading at the university
- Leading and organisation from a systemic perspective
- Coaching and consultation practices
- Creating constructive dialogue and the art of listening
- Conflict and dilemma resolution
- Coaching strategic processes and change management
- The dynamics of groups in the research community
- Working with personal learning objectives and critical leadership situations

Between seminar modules the teams have been working with the project; gathered information, making interviews with resource and leading individuals, debriefed their work with the project.

The project was presented by the centre leaders at the start of the program: *In which ways can the academic research centres form a base for developing the University of Gothenburg?*

Program coach

Thomas Sewerin (psychologist and organisational process consultant).

Thomas Sewerin

Thomas Backhaus

Peter Thomsen

Nils Lycke