Postdoctoral Leadership Programme Application Form

# Information and guidance

## Programme overview

The purpose of this programme is to help participants understand what leadership is, reflect on where and how they can play leadership roles and learn a number of core skills that can be applied in any working environment, not just academic research.

The target audience for this programme is postdocs and research staff currently working on research contracts at Queen’s. Participants are not expected to hold a ‘Leadership position’ as such; everyone can take the lead of specific initiatives, big or small.

This programme will be delivered in person on **Tuesday 20th May 2025 and Tuesday 3rd June 2025**, 09:30 to 16:30 (*both days*), in the Canada Room/Council Chamber, Lanyon Building (Day 1) and the Senate Room, Lanyon Building (Day 2).

Participants are required to complete the Insights Discovery Psychometric questionnaire which will be sent via email approximately 2 weeks in advance of the first workshop (this is quick to complete and will provide a detailed personal profile which will be used in the workshop).

Participants will be brought to reflect on how they can apply the principles discussed in the programme to their current situation or upcoming leadership challenges.

Day 1: Knowing myself as a leader

Insights Discovery psychometric tool: An interactive introduction to the way people think, behave and communicate; and how to use cognitive diversity to achieve powerful outcomes.

Introduction to leadership (Direction, Alignment, Commitment – DAC – model, Drath et al.): Leadership versus management – understanding similarities and differences. You will carry out a DAC self-assessment, to identify your strengths and areas for growth, as well as discuss the importance of your own personal values in leadership.

Day 2: Leading without authority

Vision building: why do it and how to do it. Vision building as a key component of setting direction; you’ll explore why it’s critical in a leadership context; and how to (co-)create an inspiring vision that engages others.

Coaching skills for leaders - bringing out the best in others. Looking at the mindset and skills set of coaching and how this can be used to support the performance and growth of those we work with.

## Target audience and eligibility

This programme has been designed with postdoctoral researchers in mind but is open to all research staff with similar levels of responsibility.

To be eligible, candidates must:

* Be employed at Queen’s at the time of the course (both dates).
* Be employed on a “Research” contract.
* Be employed at an AC3 grade maximum.

PhD candidates who are employed as staff due to the nature of their PhD funding would not normally be considered.

If you do not fully meet these criteria but believe you should be eligible and/or are highly interested in this course, please contact [pdc@qub.ac.uk](mailto:pdc@qub.ac.uk) to discuss your specific case and provide additional information in the relevant box of the application form (e.g. staff carrying out research on a fixed-term contract but technically employed under a teaching or temporary academic contract). Depending on interest, we may be able to allocate remaining places to other individuals.

Within eligible candidates, this programme will prioritise:

* Non-established scholars (e.g. who are not employed on permanent contracts).
* Researchers who are not members of the Fellowship Academy.
* Researchers who haven’t recently benefitted from similar leadership training.

## Application and selection process

Candidates are required to complete the application below; word counts provided correspond to the maximum allowed, not targets. Incomplete applications or applications exceeding the maximum word count won’t be assessed by the panel.

The application form should be submitted by email to [pdc@qub.ac.uk](mailto:pdc@qub.ac.uk) before the **deadline of midnight on 11th April 2025.**

Candidates should block both days in their calendar at the time of application.

The applications will be collated by the PDC, checked for eligibility and anonymised.

20 places are available on the programme. If more than 20 applications are received, a panel appointed by the PDC will assess the anonymised applications. The PDC will inform all candidates of the outcome of their application during the first week of May at the latest.

Applications will be selected based on how valuable the panel believes the programme could be to the applicant, so applicants are encouraged to clearly explain how they feel the programme will impact specific aspects of their role and potential current or upcoming leadership challenges or situations.

# Application to the Postdoctoral Leadership Programme

**First name:** Click or tap here to enter text.

**Last name:** Click or tap here to enter text.

**Queen’s staff email:** Click or tap here to enter text.

**School (full letters):** Click or tap here to enter text.

**Job title:** Click or tap here to enter text.

**Grade:** Click or tap here to enter text.

**Contract type:**  Fixed-term  Permanent

Will you be employed at Queen’s on 20th June 2025?  Yes  No

Are you a member of the Fellowship Academy?  Yes  No

If you do not clearly meet the eligibility criteria defined above, please state why you consider yourself eligible for this programme (non-mandatory question; max 100 words):

If you have already attended any similar leadership training, please provide details (including context and year) below; if not, write “non-applicable” (max 100 words):

Please detail briefly the current (and/ or up-coming) leadership responsibilities/ challenges in your role that you intend to apply the knowledge from this programme to (max 200 words):

Please detail briefly the reason why you wish to participate in the Postdoctoral Leadership Programme (max 200 words):

**I confirm that I am committed to attend and participate fully in the programme (including attending both full days and completing pre-course activities such as the Insights Discovery questionnaire on time) and have blocked both dates in my calendar (20th May 2025 and 3rd June 2025).**