

Research Leadership Workshop: What does it take to be a good research leader?

Date: 26 & 27 May.

Languages: French, English and Portuguese. (*Translation to be supported by CANTAM*)

A gap analysis run by TGHN and ALERRT identified key perceived ‘gaps’ in health and laboratory research capacity: “*Better developed leaders and better communication skills so that resources, projects, and research are managed well, and that staff are kept motivated and treated with respect*”. In the field of research, leadership skills are essential to gain better research evidence. Although all researchers want their resources, projects, and research to be managed well, this can be a challenge without positive leadership and a trusted and motivated team. Alongside managing multicultural and multidisciplinary research groups, good leadership skills are more essential than ever. This leads us to ask, how do we overcome the challenges that leadership brings, more importantly, ‘*what does it take to be a good research leader?*’.

ALERRT, CANTAM and The Global Health Network have come together with the following two-day workshop to address this gap. On day one, you will understand the elements of leadership, the type of leader you are, and tips on how to get you to the leader you want to be. You will also have the opportunity to reflect, discuss and share with peers about your leadership. You will leave this first day of the workshop with a fresh perspective on leadership, and your role as a leader and feel motivated to use these skills taught to meet your research objectives through better leadership. Join day two to dive deeper into the role of leadership within a multicultural and multidisciplinary research group. You will leave this second day of the workshop with a new outlook on the diversity of leadership and the tools to handle working within a team of any discipline and culture.

Learning objectives:

1. Understand why becoming a good leader will result in better research evidence.
2. Reflect on your own experiences
3. Learn how to lead and manage multicultural and multidisciplinary research groups.
4. Learn how to build trust within a team.

Participants will gain:

- The knowledge of the different types of leadership there are
- An understanding of why leadership is a challenging competency
- Practical guidance on how to become a better leader
- Ideas on how to unlock the inner leader within and confidence to take the next steps in their leadership skills development.

Audience: Wider Community (Open Workshop)

Agenda:

Day 1: 2.5 hours

Agenda	Lecture	Panelists - Activity description
10 min	Welcome and Housekeeping	Chair: Dr Palmer MasumbeNatongo
35 min	<p>Lecture 1: <i>What does it mean to be a leader and what types of leadership are there?</i></p> <p><i>(Note: The instructor can explore effective, good, successful, influential or other leadership types)</i></p> <p>20 mins lecture 15 minsQ&A</p>	<p>Speaker Dr John Amuasi</p>
35 min	<p>Lecture 2 / Case Study: <i>How does leadership in an African context differ from other contexts? (Instructor can refer to the below points etc for expansion)</i></p> <ul style="list-style-type: none"> • <i>Definition of leadership</i> • <i>What kind of leader are you?</i> • <i>What kind of leader do you want to be?</i> <p>20 mins lecture 15 minsQ&A</p>	Dr Sylvie Kwedi (Case study)
Break - 5 mins		
55 min	<p>Round Table Panel Discussion: <i>“There’s a leader in all of us”</i></p> <p><i>Researchers share their experiences of becoming leaders</i></p> <p>10 mins / panelist 10 min QnA</p>	<p>Chair:Dr Palmer MasumbeNatongo</p> <p>Each panelistwith different job roles and levels of responsibility from the consortia talking about their before/after as leaders.</p> <p>Panelists Dr Nafissatou Leye-Diouf– WANETAM Dr Junior Mutsvangwa - TESA Dr Felix Koukouikila - CANTAM Dr Brenda Okech - EACCR</p>

10 min	Summary and End of Day 1	
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Day 2:2.5 hrs

Agenda	Lecture	Panelists/Activity description
15 min	Welcome and Housekeeping	Chair: Dr Jean-Pierre n'Guessan <i>(To begin with a short summary of day 1)</i>
35 min	Lecture 1: <i>"How to lead and manage multicultural and multidisciplinary research groups?"</i> 20 mins lecture 10 mins Q&A 10 min	Dr Donald Kamdem
35 min	Lecture 2 / Case Study: <i>Building trust within a team</i> 20 mins lecture 15 mins QnA	Dr Brenda Okech
Break - 5 min		
45 min	Round Table Panel Discussion: - <i>Challenges within leadership and how to go about it.</i> - <i>The best leader you have known and why?</i> 10 mins / panelist 10 min QnA	Chair: Dr Jean-Pierre n'Guessan Each panelist with different job roles and levels of responsibility from the consortia talking about their before/after as leaders. Q&A Round table (10 min) Panelists - Dembo Kanteh -WANETAM - Dr Steve Wandiga - EACCR - Dr Armel Batchi – CANTAM - Dr Linzy Elton –PANDORA-ID-NET
10 min	Closing remarks	Chair