Self-empowerment: discover how to build your power to act

Description and objectives
After this workshop, participants will have methods and tools to successfully develop, manage and supervise research projects. They will be able to:
- Set project objectives
- Structure and plan a project
- Define roles and responsibilities in projects
- Create the project budget
- Manage risks
- Establish a communication plan
- Guide and control projects in a flexible and meaningful way.

The workshop addresses the following questions:
- What is a project and what are the main impact factors?
- What should I do to successfully complete my research projects?
- How should I structure, plan and guide my projects?
- How should I communicate with my stakeholders (prof., team members, sponsors, etc.)?

Approach
No prior knowledge of project management is required for this very practical workshop. Theoretical inputs will be applied during the group exercises. All participants should be working on approved/financed research projects (i.e. a PhD thesis).

Trainer
Dr. Carine Galli Mars, physicist, project manager and trainer, Cubisma Ltd.

Number of participants 12
Dates and location 31st January + 1st February, University of Fribourg
Registration opening 7th January
Duration 2 consecutive days
Contact regard@unifr.ch

Increase your assertiveness in institutional power games

Description and objectives
In the business world as well as in universities, strategies for power games and assertiveness become increasingly important with each career step. For women, the “likability” requirement often represents an additional challenge. Have you ever experienced “games” being played with unspoken rules, not knowing how to act or play along? This workshop reveals and decodes unspoken rules and behaviour patterns, guides you in identifying scheming, traps and tricks, and shows you how to achieve greater room for manoeuvre and increased assertiveness.

Content of the workshop:
- Power dynamics in hierarchical organizations
- Decoding verbal and non-verbal language, symbols and gestures in daily power games
- How to make yourself seen and listened to in meetings and further relevant settings
- How to react to attacks and offences

Participants
- Will get to know the essential rules in power games and how to play along
- Will be able to decide in any given power situation whether they want to participate in the game or not and thus gain more freedom of choice
- Will learn how to react to verbal and non-verbal attacks and offences
- Will be able to make themselves heard and listened to

Approach
Through experience sharing, discovery of tools like cultivating self-care and mindfulness, as well as via the analysis of concrete situations, each participant will be able to make another step on her/his path of professional and personal growth.

Trainer
Nir Zalts, expert for leadership and professional development

Number of participants 8
Dates and location 7th + 8th March + 11th April, EPFL
Registration opening 24th January
Duration 2 consecutive days + follow-up session (9h–12h)
Contact bureau.egalite@epfl.ch

Pushing back against everyday sexism

Description and objectives
This workshop seeks to increase PhD’s and postdocs’ skills in identifying and countering potential negative effects of sexism in their lives. During the workshop, we will practice techniques and approaches to respond to various professional situations (including those brought by participants). The focus will primarily be on addressing bias encountered in other people; however, we will also explore how we have each internalized some beliefs that are not necessarily coherent with our professed views.

The workshop will follow a 3-part structure:
- It’s still alive! – Recognizing and challenging sexism in your life (Micro-aggressions, intersectionality, implicit bias, mansplaining)
- Sisterhood – Finding mentors and supporting others (Amplifying, spotlighting, networking, avoiding anti-mentors)
- Self-Care – Choosing your battles and developing your internal compass (self-confidence, legal resources, work/family balance)

Approach
This workshop is resolutely participative and will employ multiple strategies to promote personal reflection, small group discussion, and collaborative problem solving.

Trainer
Siara Isaac, teaching advisor, Teaching Support Centre, EPFL

Number of participants 16
Date and location 28th March, University of Lausanne
Registration opening 14th February
Duration 1 day
Contact egalite@unil.ch