



Welcome to Lisbon

MAY, 14 - 16th

You can always go further: **STRENGTHENING LEADERSHIP SKILLS**



You can always go further: STRENGTHENING LEADERSHIP SKILLS



DAY 1

Coaching and communication skills build a strong team

DAY 2

Funding and Networking expands your opportunities

DAY 3

Widen your influence through science policy



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DAY 1

**Coaching and
communication
skills build a
strong team**

Leadership styles

Increasing awareness

**The way we think;
the way we communicate**

How coaching will help



First challenge



BUILD A BRIDGE

that will allow
you to reach
your goals in life

meaningful to
all team
members

30 minutes



Share your experience



What did you feel when you read your role?

What resources did you activate in yourself to lead the team?

Which was your learning in this exercise?

Leadership styles



COMAND & CONTROL

Whatever happens, happens

Follow the rules and do what you are told

I empower you

We are successful together

High performance

COACH & DEVELOP

Low performance

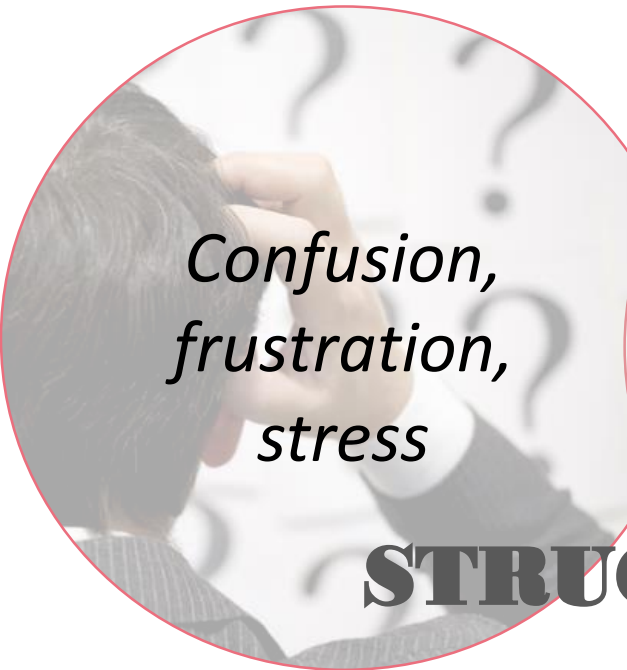


Leader's impact



FEAR

TRUST



*Confusion,
frustration,
stress*

STRUGGLING



*Limits personal
potential
low engagement*



*Activates
personal
responsability*

THRIVING



*Inspiring
Meaning and
purpose*

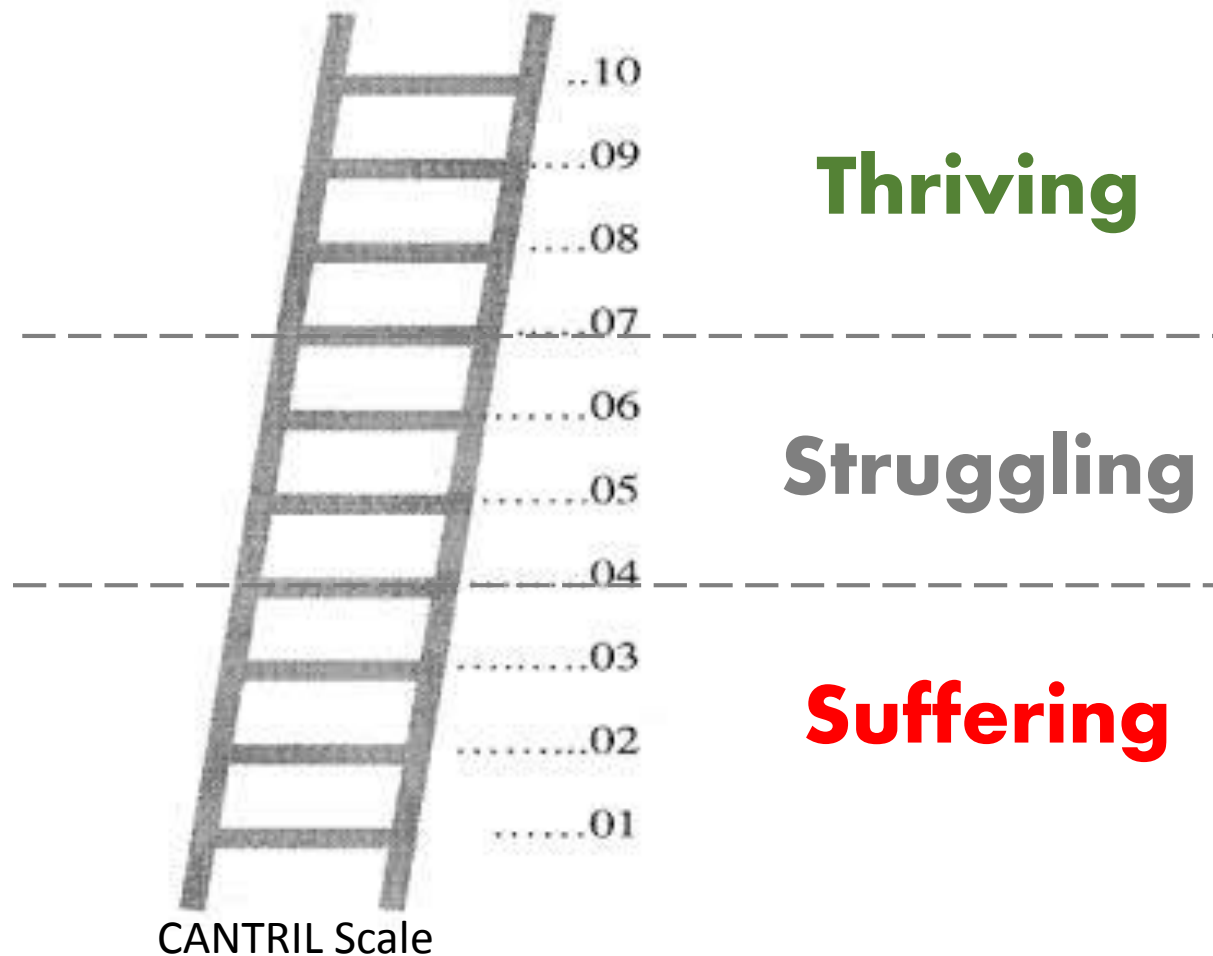


*Knowing others is intelligence; knowing yourself
is true wisdom. Mastering others is strength.*

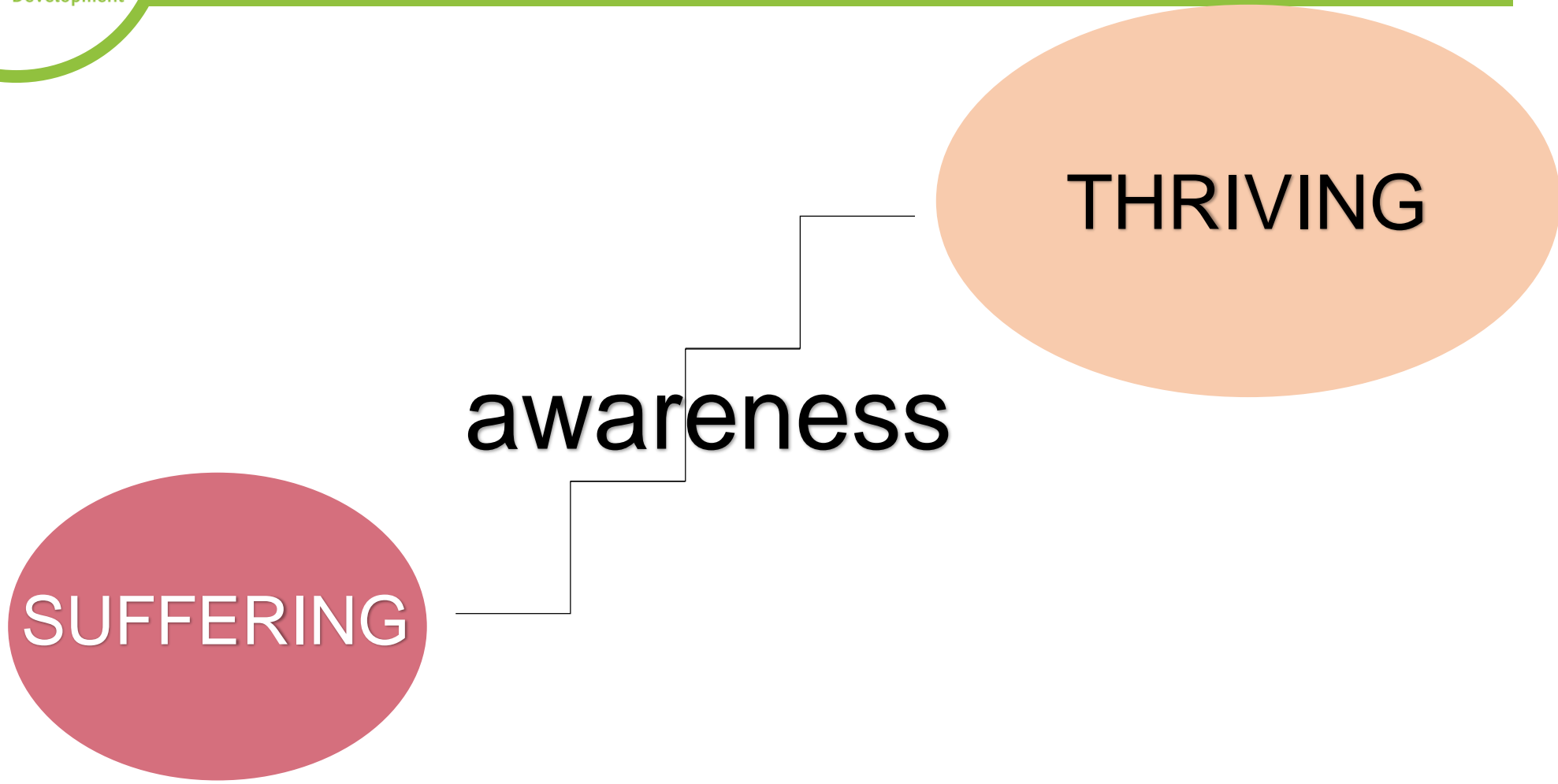
Mastering yourself is true power.

Lao-Tzu

Where are you standing?



From victim to creator



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From victim to creator



Could the only thing limiting us be the size of our vision and our own self-limiting beliefs?



Awareness: NLP levels



I wish I was doing a job that served a higher **purpose**

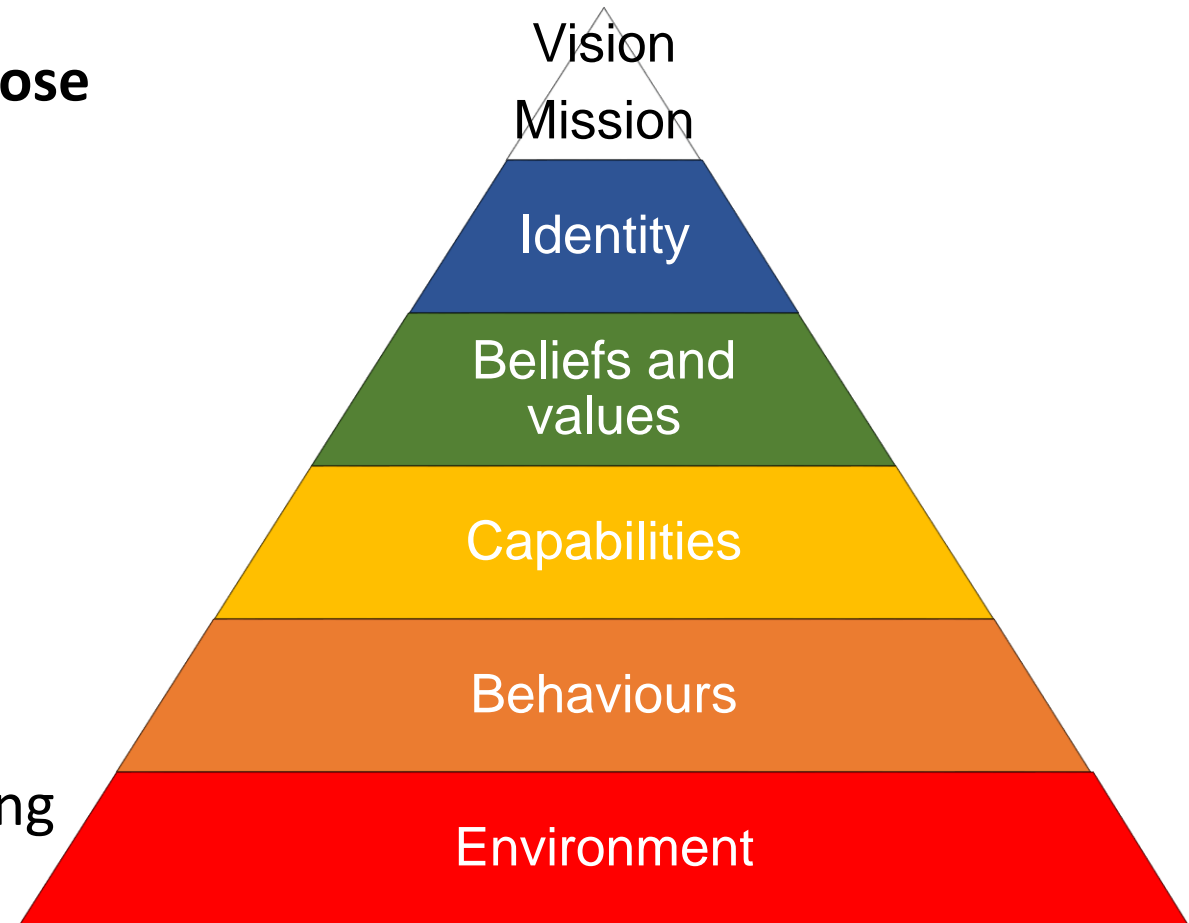
I don't think I can be **myself** in this job

I don't **believe** in this job

I don't think I know **how to do** this job

I don't know **what to do in** this job

I don't think I can do this job in this kind of working **environment**



Climbing the ladder



- 6 Why is this meaningful to you? What **purpose** does this serve?
- 5 Who are **you** when you behave, and act based on these values?
- 4 Which **values** are important when you adopt these behaviours and use these capabilities?
- 3 What **resources** or specific **capabilities** did you use to achieve success?
- 2 What **behaviours** did you follow that were beneficial for you?
- 1 What did you **do** that made you proud of yourself?



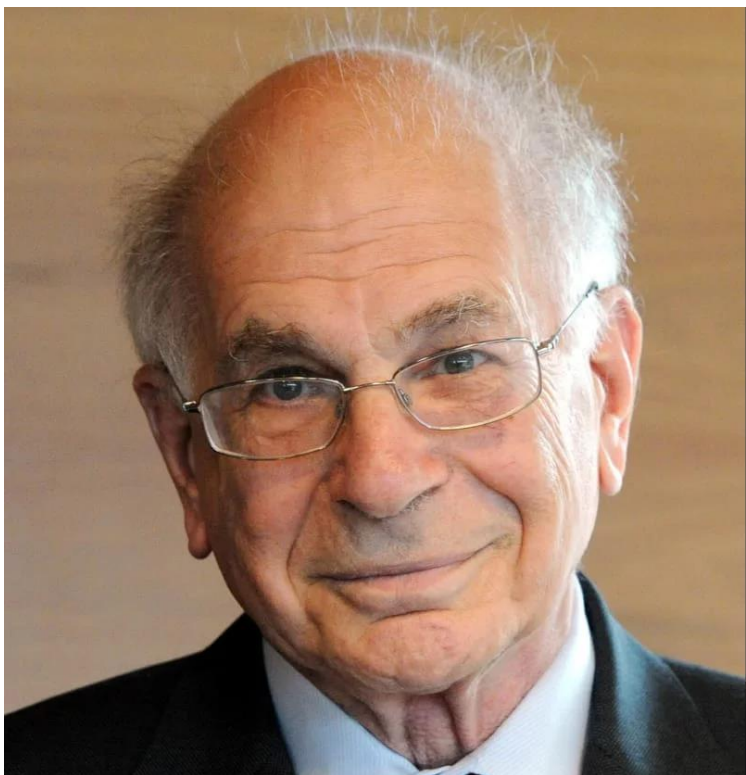
Let's have a break!



Communication
- the human connection -
is the key to personal and career success

Paul J. Meyer

The way we think



THINKING,
FAST AND SLOW



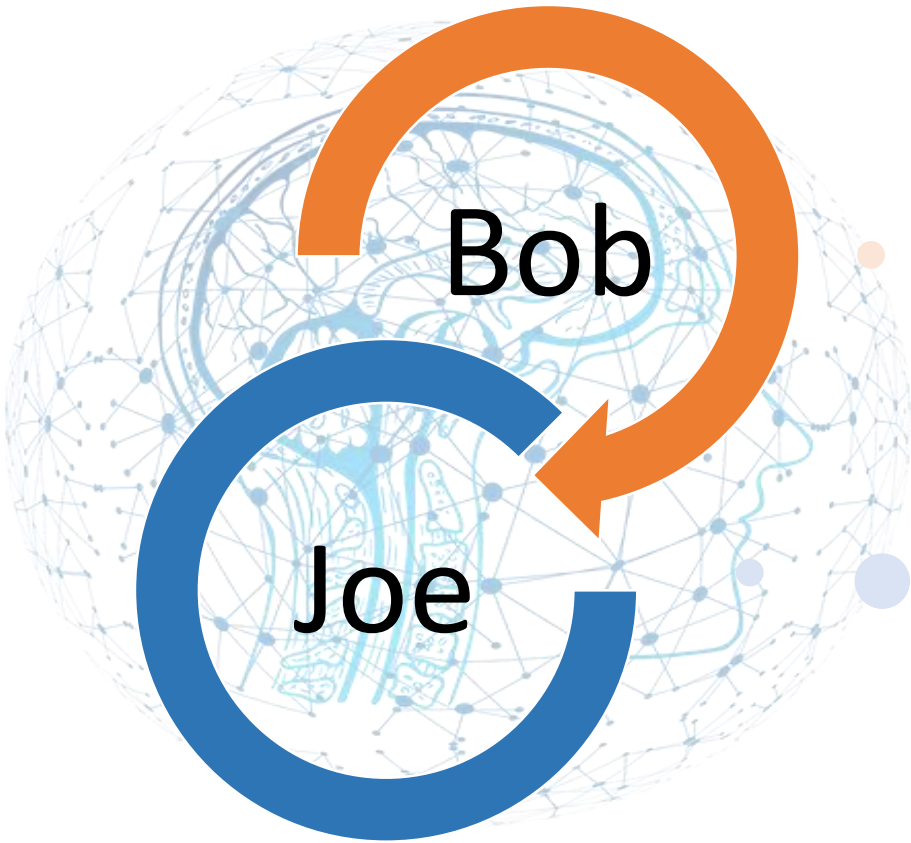
DANIEL
KAHNEMAN

Psychology of
judgment and
decision making

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Two ways of thinking



Automatic, little or now effort
Maintains and updates “normal world”
Thinks fast to make sense of incoming information
and take routine decisions

Allocates attention to effortful mental activities
Monitors own behaviour
Endorses Bob’s impressions
Takes over when things get difficult!



Who is communicating?

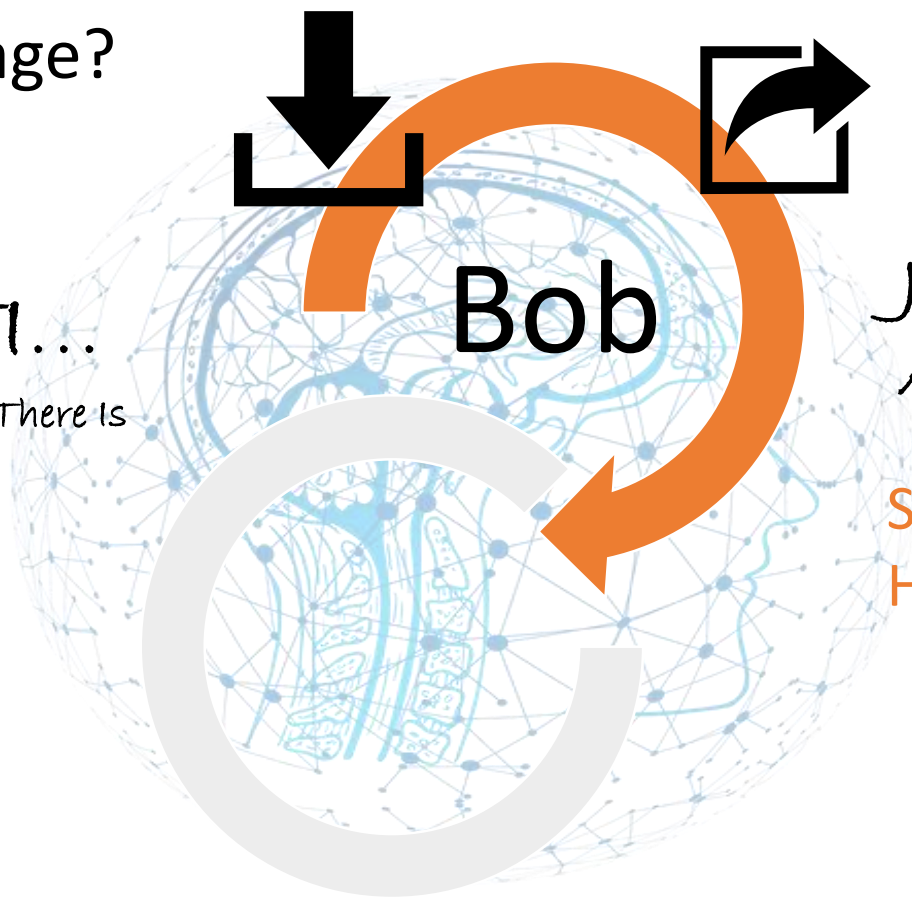


Incomplete message?

Unclear context?

WYSIATI...

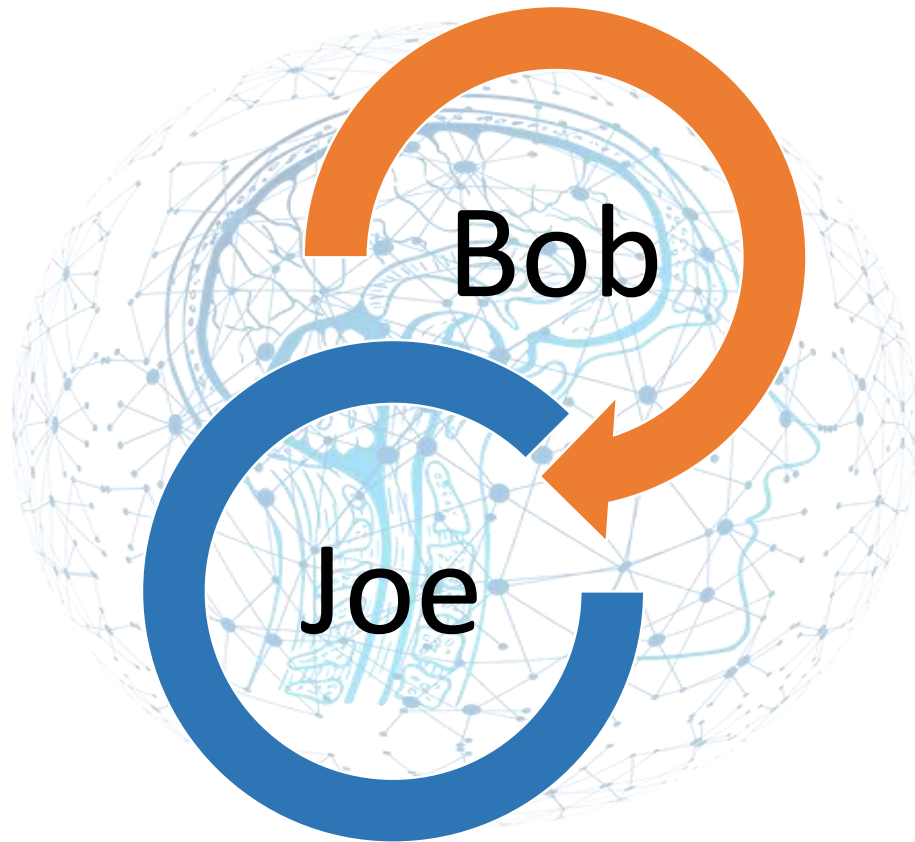
What You See Is All There Is



Jumps into conclusions!
A coherent story is ready to go!

Something more...
He's very susceptible to framing effect!

Two ways of thinking



knowing this, what would you say are the most important points for efficient communication?



5 TIPS



Clear message



Active listening



"I" speech



Efficient communication

Be aware of different meanings



Use reassuring statements





Before Lunch, lets meet Paulo Rosado from Outsystems



Welcome back

COACHING



What leadership skills to develop?

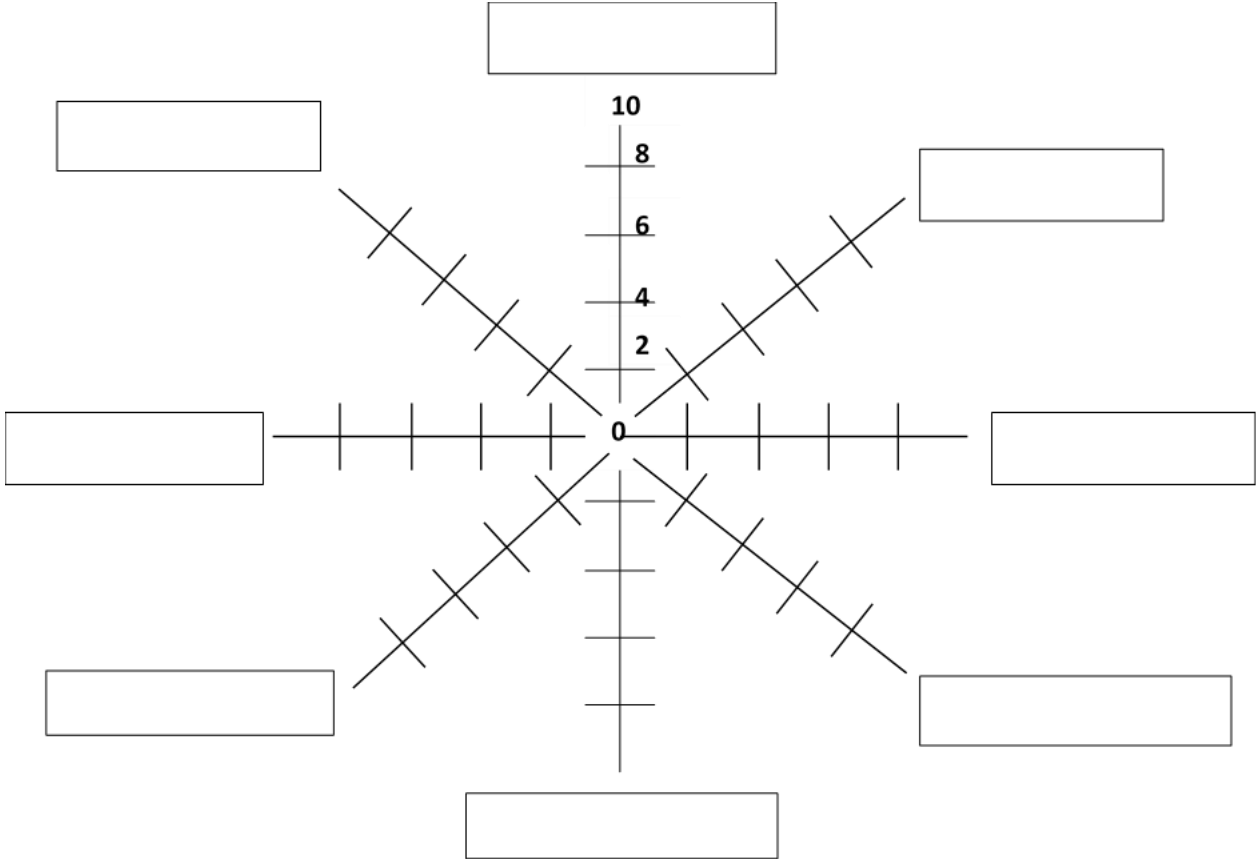
How coaching will help

Practice

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What leadership skills?



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Coaching is



Not...

- Judging
- Giving advice
- Teaching or mentoring
- Giving instructions

About...

- Trust
- Awareness
- Responsability
- Action



Coaching is

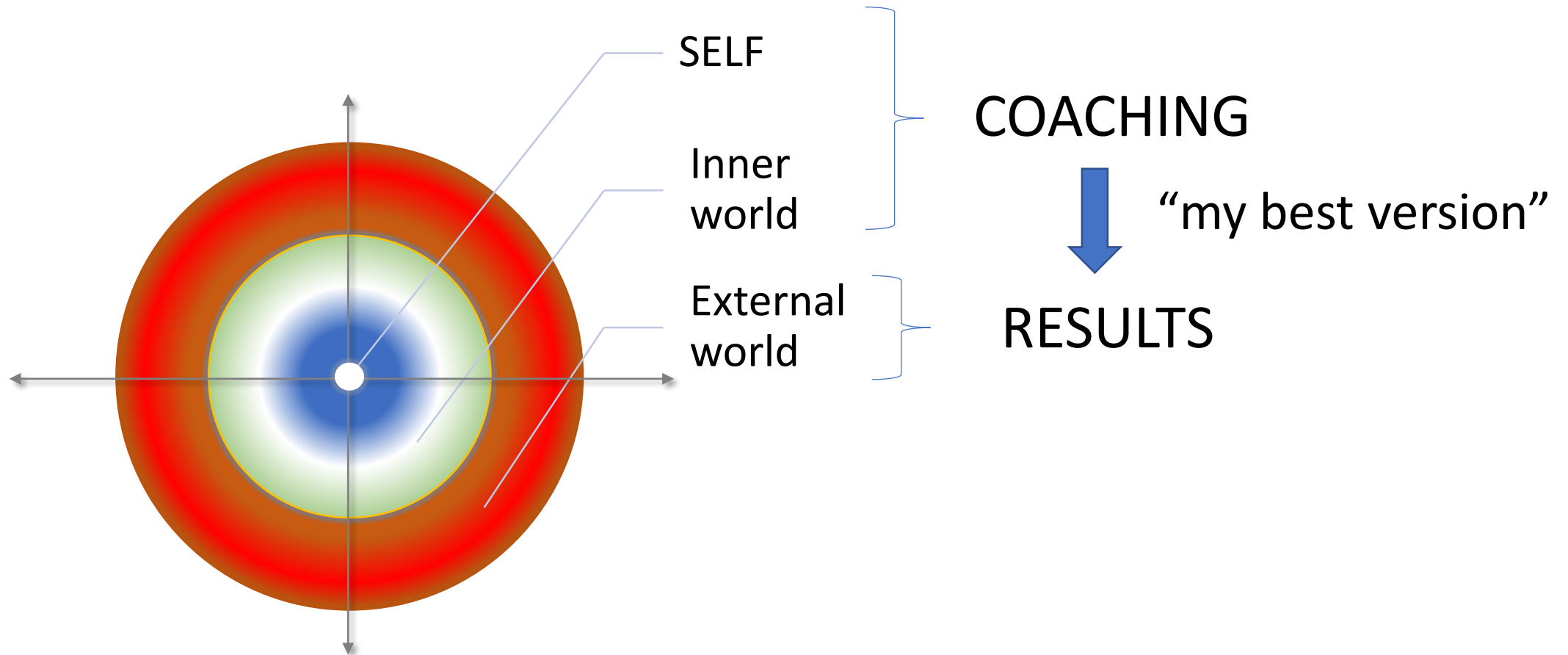


The art of unlocking
human potential

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Vision-based coaching





Principles of coaching



Coach

Trusts coachee's inner power

Facilitates awareness and activation of resources

Internal silence



Coachee

Has the intention to change

Activates resources
Owns the solution

Engages

The session is both confidence and confidential bound.

Coaching Methodology



D

Define goal: focus on what you want to be/ happen/ achieve (not what you don't want to be/happen/achieve).

A

Awareness: be aware of why it is important to you/what it means.

R

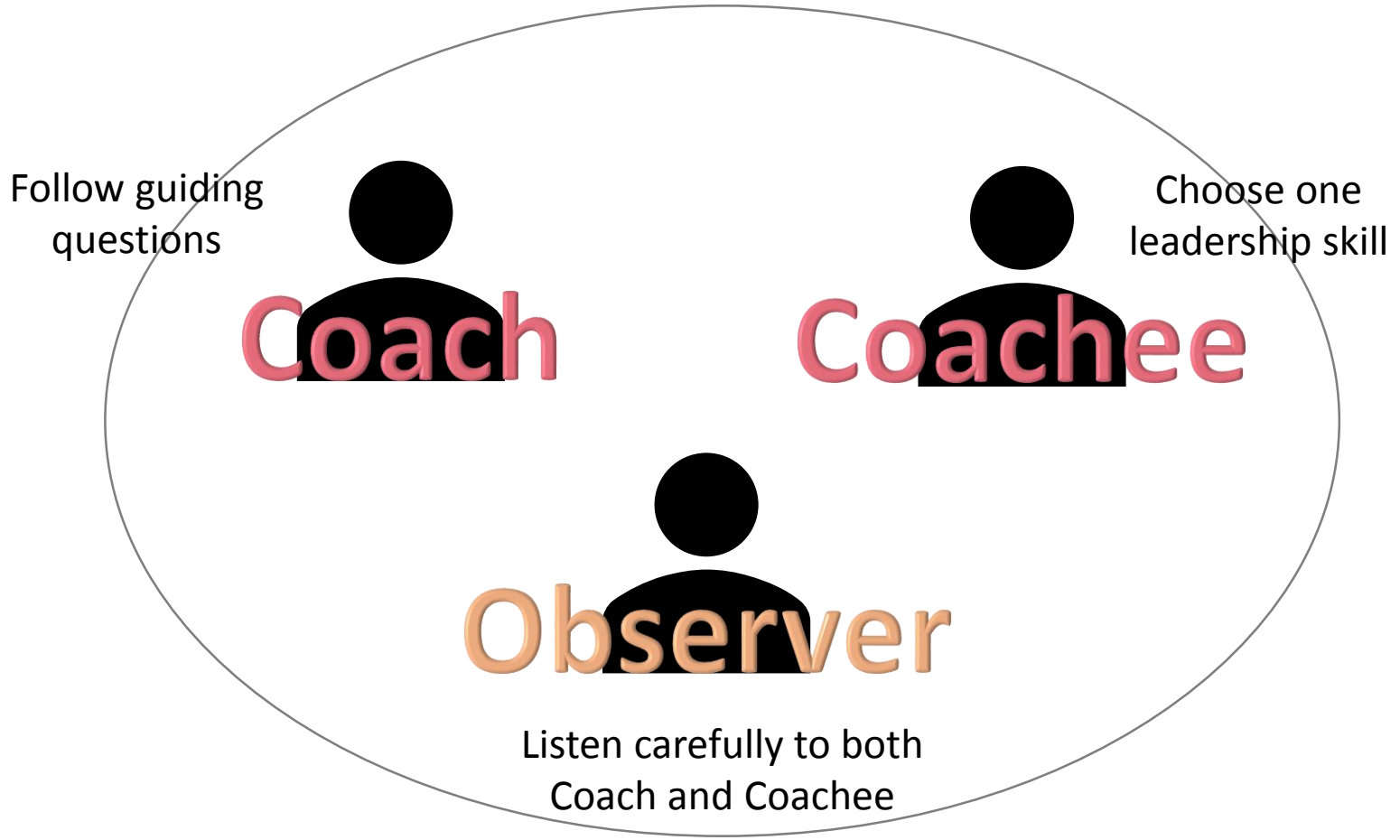
Responsibility: design an action plan of your own.

E

Engage with your goal and action plan by setting a timeline and compromise.

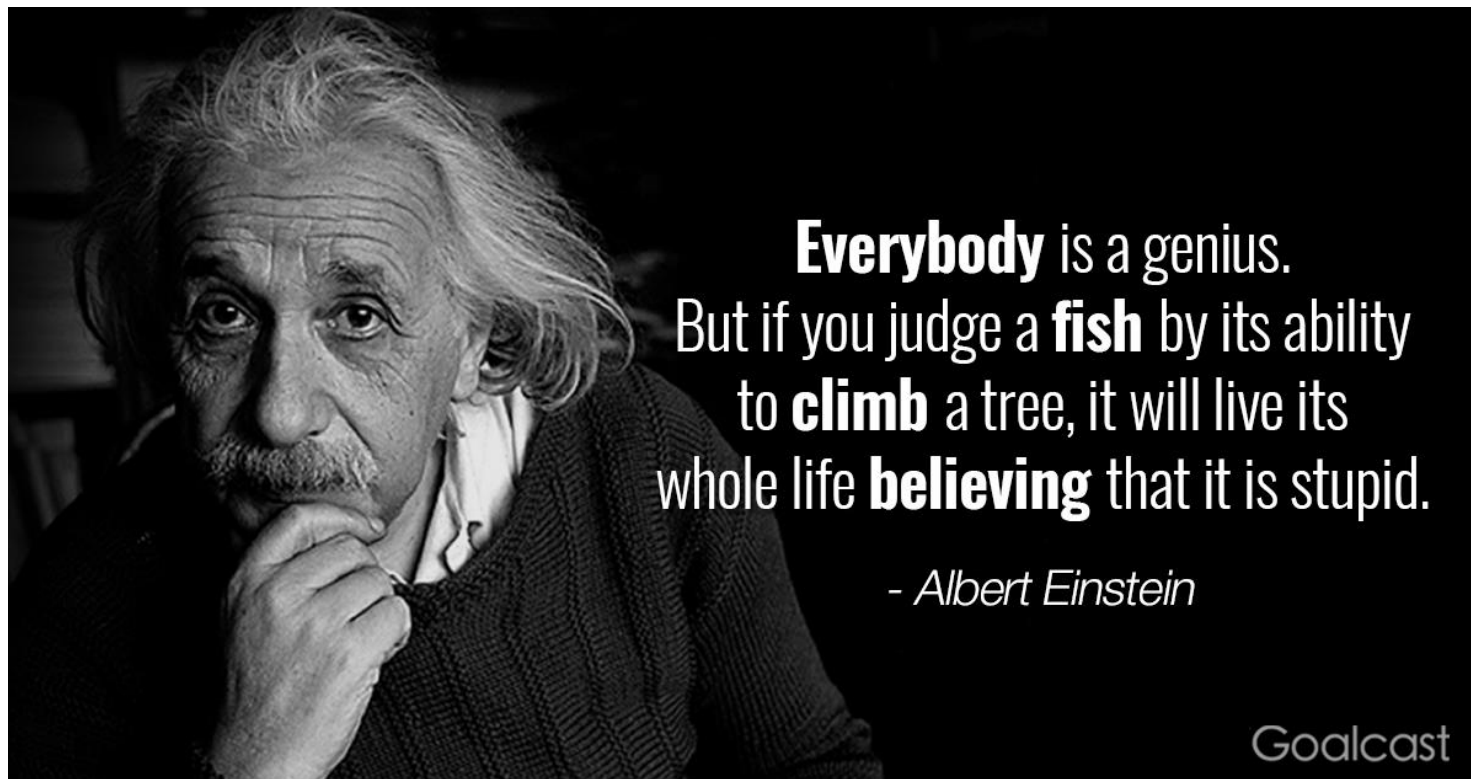


Role-play





Day's summary



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See you at dinner!