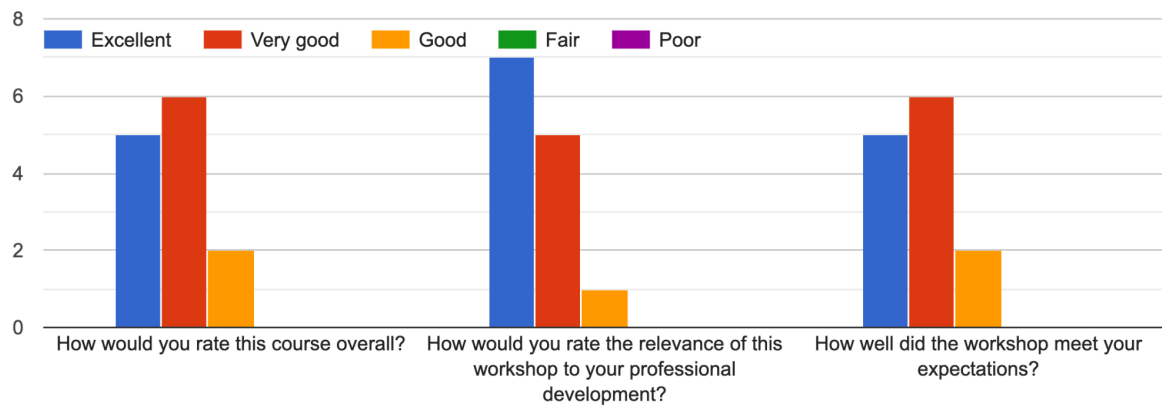


## Course Evaluation Report

### Inclusive Leadership for Gender Equality - Junior Leaders for University of Lausanne

Course ID: 220830\_UNIL\_LEDI\_Junior Leaders\_ONLINE  
 Dates: August 30, September 2, 6, 9, 13, 16, 2022  
 Course trainers: Sue Hewitt and Romain Barres  
 Participants: 13

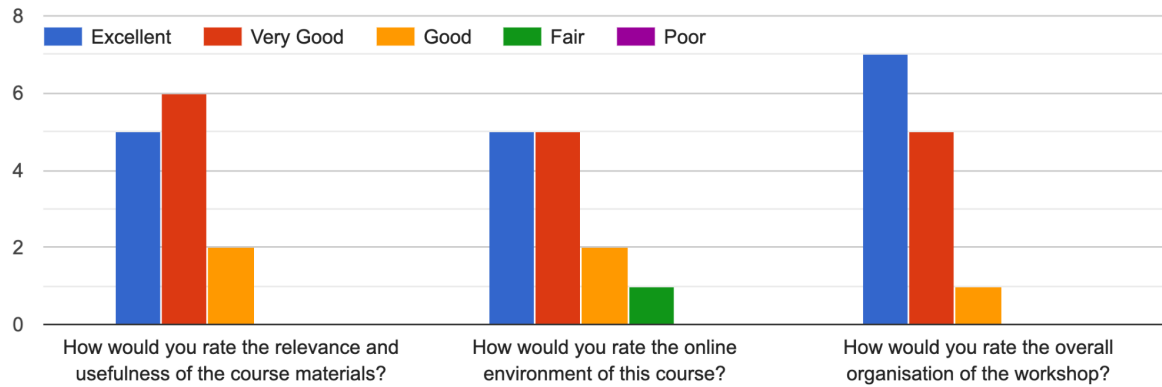
#### Course rating



#### Trainer rating

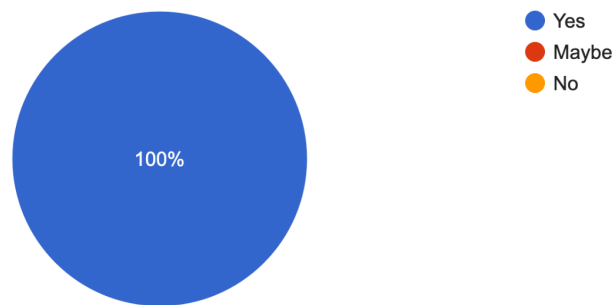


## Materials and Organisation



## Would you recommend this workshop to your colleagues?

13 responses



Please write one sentence that encapsulates your experience on this course:

- The course was helpful.
- The best course I took since finishing my Master's degree. I learned about aspects of leadership that I didn't even know I absolutely needed.
- Very interesting tools presented, I feel better equipped to lead my team.
- I learnt a lot about myself in the context of inclusive leadership skills.
- NA.
- Reflection on leadership style.
- It has been very useful and motivating.
- Providing tools to solve difficult situations in your team.
- I really needed this course that brings me to another level in leading a group!
- Very well organised and captured several important aspects that I will be working on.
- Very good and practical.
- Very positive experience also on a personal level.
- I liked the emphasis on psychology and how that transfers into leading a group.

How could this course/workshop be improved?

- Avoid too many digressions.
- Meeting in real life (face to face) instead of on Zoom.
- Maybe in person, although I liked the online format.
- I found the first two sessions of the course a little slow, the course got more and more interesting and useful towards the end.
- Maybe practising more real situations with concrete behaviours to adopt.
- Having it in person.
- To do it in person.
- Maybe a course spread over a longer period of time - maybe less intense - might help ensure longer lasting effects in practice.

### Other Comments

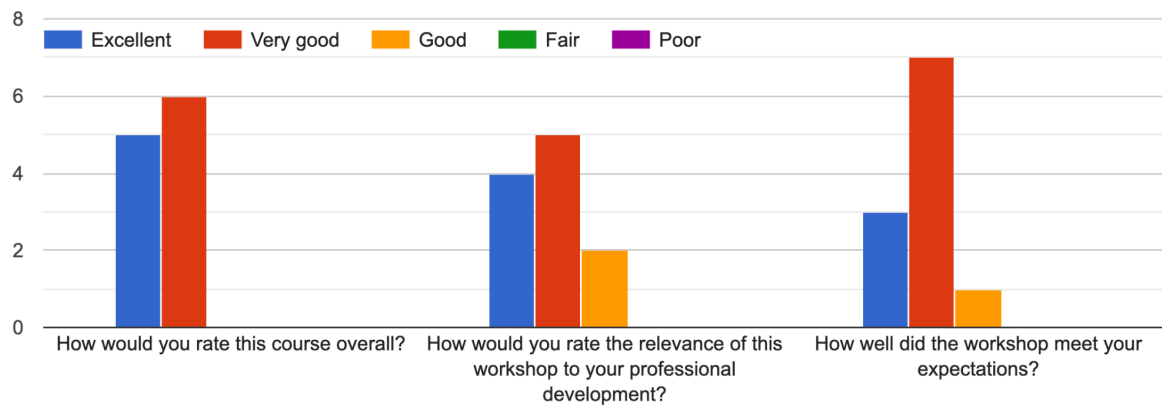
- It is very similar to the EMBO course, yet the UNIL organisers told me it was completely different... maybe it would be good to let them know. I still enjoyed the course, as it was a good refresher for me now that I am at a new stage compared to then.
- Thanks a lot, Sue & Romain, I really enjoyed everything in this course.
- I like the course, but I really did struggle with staying focused by Zoom.
- Excellent course! :-9
- This was an opportunity to see leadership from another point of view.

## Course Evaluation Report

### Inclusive Leadership for Gender Equality - Senior Leaders for University of Lausanne

Course ID: 220829\_UNIL\_LEDI\_Senior\_Leaders\_ONLINE  
 Dates: August 29, September 1, 5, 8, 12, 15, 2022  
 Course trainers: Julie Servoss and Yuvalal Liron  
 Participants: 11

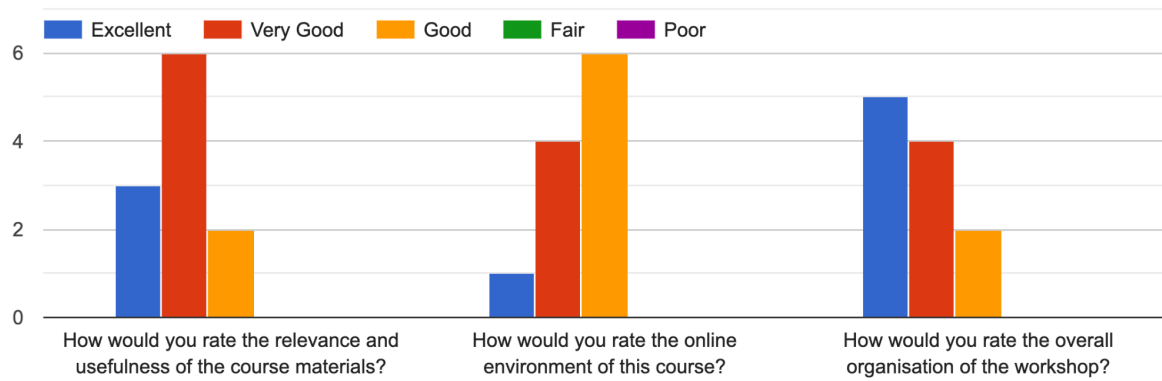
#### Course rating



#### Trainer rating

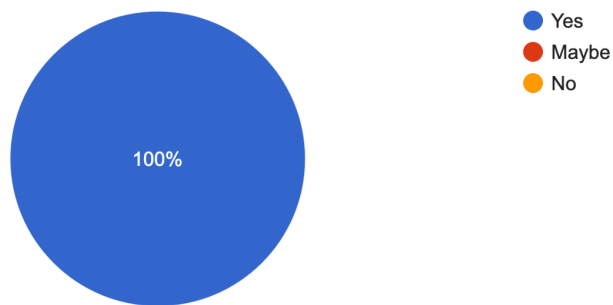


## Materials and Organisation



## Would you recommend this workshop to your colleagues?

11 responses





Please write one sentence that encapsulates your experience on this course:

- I feel good, I think that I can be a better person.
- I learned a lot!
- Learned a lot, in particular practical things.
- Extremely useful and allowed me to get tools to manage and think about group management differently.
- Both a very good reminder of leadership concepts and an awareness of new techniques.
- Raising awareness allows me to take a meta-position on self and on ways of doing things in my environment.
- An excellent course that will help my own professional development as a leader.
- Nice broad overview from personal development hints to advanced management "rules". Lots of tools to practice with.
- I enjoyed this course a lot, it also stimulated my reflection on my own leadership and biases.
- To some extent it was a booster as I followed a similar course 11 years ago, it helped me remember some concepts and I learned new things.
- Helpful theories, stimulating discussions and time for reflection.
- The course gave many good impulses to think about how we build our groups and interact with our members.

How could this course/workshop be improved?

- On site.
- It would be probably better if it could be in existence, but otherwise, I don't see how to improve it.
- How to confront/handle power games could have been nice.
- Allow more time to reduce the topics that stayed in "the parking lot".
- I would have liked more 'role play' sessions, where we try out our approaches to an issue, and discuss them. i.e. a little bit more applied learning and less theory.



- On site rather than Zoom.
- Having a personalised follow up session or having at least follow up sessions every 3 or 4 months.
- I found it difficult to fully engage in the process online.
- I would benefit more if there was more "straight to the point" approach. Eg. immediately explain a specific tool/concept and then discuss real situations. One possibility would be to also collect specific examples from the participants of where they think they could have applied a specific concept but didn't (eg. for the ego states concept: collect specific examples where we addressed a lab member from a "parent ego state" and where an adult to adult conversation would have been better mentoring). I generally benefited most from the specific examples because I recognize similar situations from myself and see how I could have handled them much more "constructively" (will try to do so next time).

#### Other Comments

- Thanks so much!
- Would have been even nicer to be physically in the same room - but logistically impossible.
- Thanks a lot!
- I really had a great time, thanks a lot to the teachers, and also for sharing so many personal experiences. Also it was a great pleasure to meet these colleagues from my own university.
- Thanks!