Leadership Academy for Researchers

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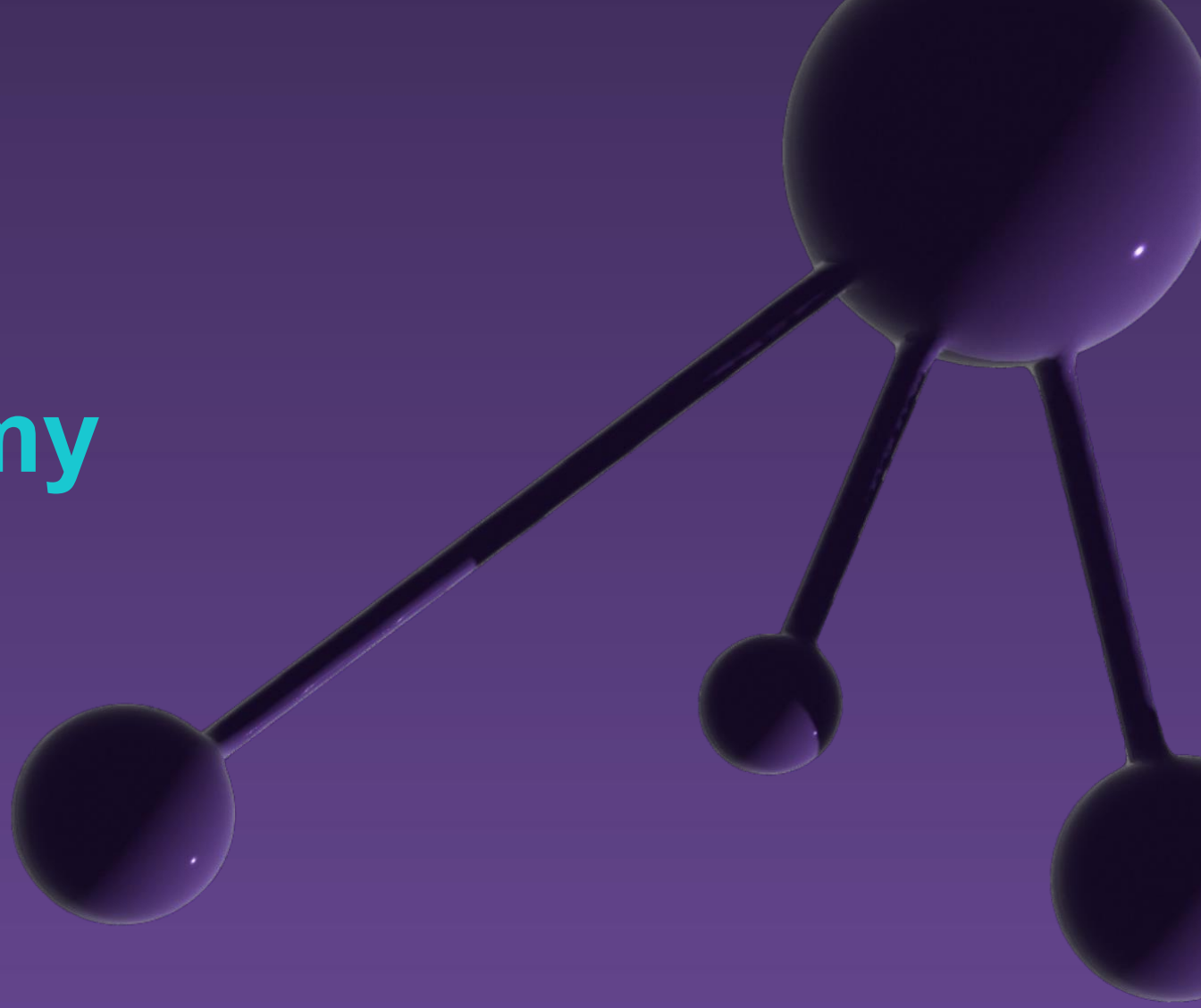
Pilot Programme
January – June 2026

STAR Research & Innovation Cluster



STAR Research & Innovation cluster

hilase

CZEXPATS IN SCIENCE

Co-funded by the European Union

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ACADEMY

Me as a Leader

My Team and I

Institution as Ecosystem

Practical Skills for Leaders in Science

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Learn to develop people, lead teams, shape institutions, and build the science culture of tomorrow.

TARGET AUDIENCE

- **researchers who are leading teams or are preparing for leadership role**
- The programme combines personal growth with team development and workplace culture.

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PROGRAMME STRUCTURE

6 thematic modules

Each module includes:

- One 2-hour inspirational webinar in English, led by Filip Kahoun : lecture/interactive, homework, 30 participants, (12 from the Czech Republic, 18 international – Laser Pro)

- One 3-hour hands-on workshop (in Czech or English), led by Jana Puhalova: interactive format, 12 participants (Hilase, ELI, FZU), held in the Czech Republic

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DATES

WEBINARS

ONLINE, EN

Filip Kahoun

WEN, 10:00 – 12:00

- 28/01/2026
- 18/02/2026
- 23/03/2026
- 29/04/2026
- 25/05/2026
- 17/06/2026

WORKSHOPS:

Dolní Břežany, EN/CZ

Jana Puhalová

9:00 – 12:00

- 12/02/2026
- 6/03/2026
- 10/04/2026
- 14/05/2026
- 04/06/2026
- 25/06/2026

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FILIP KAHOUN

Self-leadership, team leadership, and strategic communication in research

- **Degree in psychology, PhD in marketing & managerial psychology**
- **15+ years in top management, incl. CEO of a digital agency**
- **Since 2019: lecturer at Charles University**

JANA PUHALOVÁ

Practical leadership skills, team processes,
and institutional culture development

- **20+ years in adult education, leading multicultural teams**
- **Strong background in process management & leadership development**
- **Active contributor to corporate education quality in CZ & SK**
- **Mental coaching & cognitive training enthusiast**

1. Know Yourself, Lead Yourself

WEBINAR

Leader self-awareness and self-development:

- A model for effective allocation of a leader's attention
- Mental toolkit for leadership: assessment and development
- Taking responsibility for one's own vision
- Building adaptability and mental resilience
- Self-reflection and a leader's self-confidence

WORKSHOP

Personal leadership in practice:

- Defining your own approach to the leadership role
- Setting personal goals and vision ("what I want and why I do it")
- Communicating values and expectations clearly
- Managing personal motivation and energy long-term
- Reflecting on strengths and growth areas (personal SWOT)
- Personal branding – how others see me vs. how I see myself

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2. Your Inner Compass

WEBINAR

Emotional regulation, self-motivation, and mental balance of a leader

- The importance of emotional intelligence in leadership
- Emotional self-regulation: assessment and development
- The impact of emotions on decision-making and prioritization
- Stress management and burnout prevention
- The art of self-motivation as a component of emotional intelligence

WORKSHOP

Self-Awareness and Emotional Intelligence

- Managing your emotional state effectively
- Reflecting on emotionally challenging situations in research
- Applying tools for self-reflection and emotion regulation
- Understanding how your emotions affect others
- Building an emotionally safe team environment
- Sharing experiences and learning from peers

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3. Strong Teams Beyond Hierarchies

WEBINAR

How to build, motivate, and develop strong teams:

- Different expectations from above and below (leader success metrics)
- Selecting the right people for the team
- Preventing team frustration and demotivation
- The psychology of team motivation
- Key levers for team development

WORKSHOP

Leadership styles and team dynamics:

- Team composition based on competencies and potential
- Identifying team members' strengths and working with them
- Leadership styles, decision-making processes
- Creating a safe environment
- Team simulations and practical exercises

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4. The Art of Adaptive Leadership

WEBINAR

Situational leadership and working with diverse personalities:

- Personality typologies and their use in leadership
- Situational leadership styles
- The role of the leader during periods of change
- Supporting team adaptability
- Fundamentals of crisis management

WORKSHOP

Communication and facilitation techniques:

- Transactional analysis and team interactions
- Feedback techniques
- Conflict resolution and negotiation
- Reflection on personal leadership style

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5. Communication That Holds Teams Together

WEBINAR

Communication in a scientific team:

- Conditions for open team communication and trust-building
- Core principles of effective feedback
- Remote communication and leading distributed teams
- Conflict management
- Preventing and addressing rumors and gossip

WORKSHOP

Rules of the game and goal-oriented leadership:

- Defining and communicating team rules
- Decision-making processes, safe environment
- Management by Objectives
- Leading meetings, delegation, consistency
- Lean principles in practice

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6. Culture, Vision & the Leader as a Change-Maker

WEBINAR

Institutional strategy and culture:

- A shared vision as the foundation of team strategy
- Communicating the change narrative (working with loss aversion)
- Translating vision into measurable team goals
- Change management and maintaining focus
- Building and measuring a healthy team culture

WORKSHOP

Culture, onboarding and strategic leadership:

- Institution as a living ecosystems
- Caring for people and a safe environment
- Values in everyday practice
- Leadership journey map
- Strategic HR approaches

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Practical Skills

for Leaders in Science

- Public speaking and science communication, branding
- Negotiation and persuasion skills
- Writing successful grant applications
- Time and resource management
- Ethical leadership and responsible research conduct

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