

## “Leading for Success in Science” participants’ comments

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### Group leader participants

- *This course is just great, and is a real learning experience for young group leaders.*
- *A very stimulating learning experience highly recommended to all who believe that they can perform even better than now.*
- *An essential X-ray of the communication and interpersonal skills of any group leader.*
- *The course itself and the applicability of the topic learned have exceeded by far my expectations.*
- *I had three intensive days that will help me a lot in the near future. I have enjoyed it.*
- *The training is really useful for my role at work!!*
- *I have had to make a big effort to attend this course during the early stages of my maternity leave; however I can tell it has been worthy to do it!*
- *It is a new experience after some years without attending courses. And it was exciting and interesting. It encourages me to participate in other courses.*
- *I learned some tools that will allow me to: better organise and manage the team; better organise and manage my time; better act in front of conflicts (despite of the potential results).*
- *It fulfilled my expectations to get new tools for daily leadership job and even more important raised awareness of many aspects of communication not considered before.*
- *I think the course gave a very good overview of different aspects of team leading and management and provided tools that can be applied in day to day life.*
- *I realise of the importance of good time and tasks organisation (proactive management). Intense course but very instructive.*
- *Enjoyable, useful and inspiring.*
- *It was a little bit slower the first day, but the experience has been simply great.*
- *I learn many things to improve in my work, life learning about myself.*
- *Provide me with tools, not all of them known to me, and make me think about different possibilities and strategies.*
- *I learned tools that hopefully would be useful for my career.*
- *I have received education/information in a very important area of my daily job that I didn't have.*
- *Useful would recommend. Maybe more “practice” could enhance understanding of concepts and thus application.*
- *An intense exposure to many several tasks that we deal with in my every day work.*
- *This course provides me with realistic skills for leadership and management. The trainers are very professional and show an attitude according with their expertise and their role.*

- *Enjoyed having extended time to reflect and learn about aspects of leadership that are difficult to grasp by experience alone.*
- *It has been a great experience, very useful and I can immediately apply it to my work.*
- *It has been very useful at this moment. Now I have to try apply it in my group. That it may be more difficult (we'll see...)*
- *Useful.*
- *It has been inspiring and potential very useful.*
- *It was very useful to me, it gave me tools to help improving my efficiency and that of my team.*
- *Overwhelming but useful.*
- *This course is going to make changes in how I manage groups.*
- *It has been a place to think about ourselves and learn tools that will be useful in our professional life.*
- *It was a time to think about the relationships with my group that I never had before.*
- *This very intense course helped me to realize about a lot of different issues related to the role of a group leader.*
- *The course has stated the real needs for successful leadership. In addition, it has highlighted the items I should improve.*
- *Just great!! On Monday I will change a lot of things.*
- *Far more than I expected, I've become aware of many aspects of leadership.*
- *This course make me think about things I never think about since they seem obvious, and showed to me how important it is to think about them.*
- *The experience was great! Very good professionals and nice group.*
- *I learnt things that can provide quality in my work and life and tips for improving the organization of my group.*
- *It was useful to self-analyse myself as a group leader.*
- *Discovery mechanisms and understanding of myself and self organization.*
- *It's motivated me and given me the tools to make real and important changes at work. It's not miraculous but I wasn't expecting miracles either.*
- *Highly relevant to my professional work.*
- *Very good also for senior people.*
- *It's absolutely recommendable and a very profitable training that will help me in, not only in my job but also in other relationships.*
- *I know now there are tools to improve the way a lead a team.*
- *Clarify and ordering ideas.*
- *Several concepts to deal with professional relationships in a team.*
- *I learned many tools/schemas that I believe will greatly improve my professional performance (If I manage to apply them). The atmosphere in the group and with the teachers was great.*

- *It helped me to understand some important rules that can be helpful when leading a research group.*
- *Extremely useful-enjoyable- you really learn things that you can put into practice.*
- *Very useful course for personal and professional development*
- *Refreshing, reinforcing – reflection.*
- *Enlightening.*
- *I enjoyed the way concepts were exposed by combining theory and practice.*
- *Always learning things.*
- *Helpful to understand how to handle problems.*
- *Some uncomfortable moments for a shy person but it was worth it.*
- *Very interesting, great opportunity to reflect about managing science.*
- *Knowing better my role as a group leader.*
- *I found a perfect safe space to become aware of my professional needs and got some amazing tools to develop as a researcher.*
- *A well organized, clearly focused on the goals.*
- *I learned about myself and about methods to evaluate situations at different level (interpersonal, group...) and tools to handle conflicts, time management...*
- *Keep it. The more concrete (out of real experience) the group work, the better (“role play” on real issues better than role play on faked problems).*
- *It was very stimulating, it give me many ideas to put in to practice that will help my team.*

### **Postdoc participants**

- *Brilliant, essential and an experience.*
- *An important change to the scientist’s daily routine to enlighten and learn real skills about leadership.*
- *Catching, surprising and useful.*
- *I would recommend this course to everyone - very useful.*
- *More than a course, an unexpected grateful personal experience.*
- *It was an eye-opener!*
- *I acquired more self-confidence and strong basis that will allow me to progress toward a leadership position.*
- *In the end what appear to be pieces of a puzzle that I didn’t understand, make sense.*
- *Opened my eyes! Thank you!*
- *This course has provided me with tools that will change both my professional and personal lives by allowing me to build relationships and create team efficient experiences and further advance in the achievement of my goals.*
- *This course has shown me that leadership is not necessary an innate quality, but is a skill that I can learn and improve.*

- *Very helpful, inspiring, well-performed course.*
- *It was very interesting, motivating and profiting.*
- *Intense and productive, I feel it will help me and people around me. Thanks.*
- *I have never been to a course before with this level of matching contents and presentation and all participants equally taking part and contributing.*
- *The course really expanded my views about psychology, self- control and analysis which I am sure will improve my communications/relations with other people at work (and outside work).*
- *I think this course was extremely useful and I can't wait to put things I learned in practice!!*
- *I really enjoy the course I'll strongly recommend it to my colleagues!*
- *Fruitful, motivating and key for my career at this moment. Challenging.*
- *A useful course in a friendly environment with competent coaches.*
- *I've put words and structure to some ideas I already had and learn techniques that may be good for the future.*
- *I'm really surprised about how "theory" can help to improve a lot leadership abilities. Realise that communication has a key role in the development (and success) of the group.*
- *I enjoyed a lot discovering easy things to improve, my communication and also, why not? My social life.*
- *This course helped me to gain insight into and put names onto important communication and personal phenomena that often seem obscure to the first sight.*
- *Provided strategies for improving team work, especially useful approaches for improving communication between team members.*
- *It was a very interesting and productive experience.*
- *I expected more detailed schemes and methods to improve time-management and conflict solving, but anyway what I received will be useful.*
- *Very positive experience, hopefully applicable, although some concepts were explained for too long, running out of time for others.*
- *Fun to do but not high on learning or, "A course in stating the bleeding obvious".*
- *Nice atmosphere and venue but goals not fulfilled.*
- *It was great, learned a good deal.*
- *Learned much more than I expected. Expected to learn a lot and was more than satisfied.*
- *Exciting.*
- *I was curious and now I'm really happy having done this course. I would like be able of apply this new tools.*
- *The world contains additional things besides science. 😊*
- *Workshop didn't really meet my expectation, but surprised me in providing much more.*

- *Be aware of obvious things has opened up my mind.*
- *Makes you evaluate about how you are and what you can improve.*
- *Very enlightening to what are things about myself that can be improved.*
- *A very interesting way of getting to know myself. This course exceeded my expectations.*
- *It was very useful.*
- *Enlightening.*
- *This course widened my thinking and gave me the tools and skills to take on material tasks in a more productive way (the practical sessions were often the most productive).*
- *I saw myself confronted by some less productive habits of everyday working life. This was useful and I appreciate the tools given to improve.*
- *I enjoyed being in this course because of the tools I received to improve in my professional career as well as a "human being", and by the way an appreciation from which this knowledge was communicated to me.*
- *My two wishes (time management + possible leadership styles) were covered nicely. Everything else was a nice plus.*
- *We must drive situations taking into account all variables as objective and structured as we can to avoid conflicts and live success.*
- *A very positive surprise. Much better than expected. Very useful tools.*
- *It opened my mind tremendously.*
- *I feel I have learnt several useful frameworks on which to manage future leadership situations and additional tools to help with leadership in general.*
- *The course was conducted very well and was very helpful to obtain skills for group management and personal development in general but also for the application in practice. Thank you very much.*
- *Answered to many of my current needs.*
- *The course shows the other side by presenting the skills that leaders need to have and that many people have these skills already but may not know it.*
- *Training on inter-personal skills with an eye on leadership – well worth anyway.*
- *I had learnt a lot more than I expected, but would have enjoyed more content and a faster pace.*
- *Completely new topic, useful for my group management.*
- *Very useful and interactive course. I think that this course has changed my way of dealing with many things in life and this was very fruitful.*
- *Very useful. It has opened a whole of tools and options for leading team. A pity we could no get deeper in some of them.*
- *I enjoyed, I learnt about myself and about how I interact with others, and I found out some of what I lack in the process to leadership and team communication.*

- *The course is indispensable for people wishing to develop leadership in the work place but also relevant and useful in general for human self and inter-relationships.*
- *Topics that I thought was basic/natural appeared to be much more complex and we were given simple tools/models to address for example the multiple responsibilities of a leader.*
- *I've never had cone a similar course and I think it's extremely necessary and useful for understanding yourself and the other's behaviour.*
- *It offered me a toolbox for fulfilling the demands of my current and future career.*
- *Useful experience both from the professional and from a personal point of view.*
- *Very helpful to get to know myself better, the role of a leader and to practice.*
- *It gave me a tool to autoanalyze myself and to understand other people behaviour's.*
- *I'm sure this course will help me not only in the professional life, but also in general.*
- *It provides useful knowledge and tools.*
- *Priceless, as usual!*