A three-session online series for H.I.T. alumnae | 3 × 90 minutes

Relational Leadership in Academia

Leading across the institution, in groups and with purpose

CONTENT

All leadership is relational work. In academia it takes a particular shape: much of it happens among colleagues across the institution, in a research group whose work and careers you help shape, and in a conversation with yourself. The series uses the Co-Active Leadership model as a shared language and as a lens on these three levels. The quality of these relationships decides whether leadership sustains or drains us.

The model describes five ways of leading, each valuable in its own place. The **Purpose-Led Leader (Within)** leads from self-awareness and a clear sense of purpose. The **Visionary Leader (Front)** sets direction and invites others to follow. The **Servant Leader (Behind)** supports others and creates the conditions for them to succeed. The **Collaborative or Co-Leader (Beside)** leads with others as partners. The **Intuitive Leader (Field)** senses what is going on in the wider context and what is left unsaid. Effective leaders know which one a situation calls for. Each session puts one dimension in the spotlight and leaves room for the others to show up where they matter most for each participant.

SESSION 1 **Among colleagues** BESIDE + FRONT	Spotlight on the **Collaborative or Co-Leader (Beside)**, with the **Visionary Leader (Front)** alongside: leading through partnership rather than position, and offering direction where it counts. *How do I lead with peers, deans and committees, and where do I step forward with a vision, a direction, or a clear ask?*
SESSION 2 **In the research group** BEHIND	Spotlight on the **Servant Leader (Behind)**: creating the conditions in which others do their best work, and putting your role in service of their growth. *What does my group need me to hold, and what do I need to let go of?*
SESSION 3 **With purpose** WITHIN	Spotlight on the **Purpose-Led Leader (Within)**: the inner clarity that every other dimension draws on. *What am I leading for, and how do I stay connected to it under pressure?*

Each session runs 90 minutes: a short input, followed by break-out group sessions, and a brief plenary synthesis.

LEARNING OBJECTIVES

Participants will:

- Recognise how they show up with peers, superiors and governance bodies, and identify concrete ways to lead alongside others and to step forward with a clear direction and a clear ask.
- Strengthen their approach to leading a research group, with a clearer sense of what their team needs from them and how to put their role in service of their members' growth.
- Reconnect with their personal purpose as a leader and name one practice that keeps them anchored under pressure.
- Use the leadership dimensions as a flexible lens to decide which one to strengthen in a given situation, find ways of leading that sustain themselves and the people around them, and exchange experiences with other H.I.T. alumnae.

TARGET GROUP

Anyone from the Alumnae Network who want to choose consciously and intentionally which dimension of their leadership to step into, to recognise what a specific context calls for, and to shift fluidly from one dimension to another in order to show up effectively and compellingly. Each session can be attended on its own; no previous session is required.

SPEAKER'S BIO

Jasmine Truong is an executive and team coach based in Zürich, working at the intersection of leadership development, feminist theory, and organisational practice. She holds a PhD in Feminist Geography, which grounds her understanding of how power, identity, and institutional structures shape individual experience, particularly for women in academia. The academic foundation informs her practice as a coach and facilitator in a concrete way: she helps clients recognise the systemic forces at play in their professional lives and develop the agency to navigate and shape them. She works within Swiss higher education and offers leadership workshops and courses for the University of Zurich and the University of Bern. She is a certified coach (CPCC, PCC/ICF) trained in Co-Active Leadership (CTI), and relationship systems (ORSC).

WEBSITE www.jtruong.com