



**Universität  
Zürich** <sup>UZH</sup>

**CHES – Center for Higher  
Education and Science Studies**

**H.I.T.**

**High Potential University Leaders  
Identity & Skills Training Program  
Inclusive Leadership in Academia**

H.I.T. Program 2026

# General Information

**H.I.T. Program** stands for High Potential University Leaders Identity & Skills Training Program - Inclusive Leadership in Academia. The H.I.T. Program is a unique leadership program **open to women professors from all Swiss universities**. It goes beyond enhancing leadership skills and facilitating peer exchanges by providing a collaborative setting for participants to navigate the challenges of traditional organizational structures and drive transformative change, fostering an inclusive academic culture.

To date, 126 women professors from all Swiss universities have participated in the five editions of the program. Many have since assumed new leadership roles at both university and faculty levels, and continue to inspire us with their authentic and visionary leadership.

## Program Structure

The program comprises 8 days of activities, including academic leadership training, professional networking, individual coaching with professional coaches, and collaborative peers-group sessions focused on shared experiences and growth.

The program is held annually, with events hosted at various locations throughout Switzerland.

### Key Components

- **Leadership Training:** Engaging workshops with academic leadership experts, designed to enhance leadership skills.
- **Networking Opportunities:** Connect with inspiring alumnae, role models, change agents, and peers from other Swiss universities and national academic bodies.
- **Academic Leadership Circles:** Interactive peer-led group sessions centered on mutual learning and personal development.
- **Personalized Coaching:** One-on-one sessions with professional coaches to support individual leadership journeys.



# H.I.T. Program 2026

The H.I.T. Program 2026 is delivered in a blended format, combining residential training modules, online sessions, and individual coaching:

- Module 1 (Geneva): 2-day in-person session on **5–6 February 2026**
- Module 2 (Lugano): 3-day in-person session on **1–3 June 2026**
- Module 3 (St. Gallen): 2-day in-person session on **1–2 October 2026**
- Online sessions: **3 March, 5 May and 25 August 2026**. Each Zoom-session runs from 15:00 to 16:30.
- Two individual coaching sessions: Delivered in person and/or online, based on mutual agreement

Approximately 25 places are available for female professors from all cantonal universities, ETH Zurich, and EPFL who are interested in pursuing academic leadership roles at the institutional level. If the number of applications exceeds the available spots, a selection process will be conducted. Selection criteria include the applicant's academic profile and leadership experience, motivation to assume institutional leadership roles, the underrepresentation of women in specific academic fields, and the need to enhance the visibility of female leaders within faculties, departments, or schools.

**Seize the opportunity to become part of a dynamic community of women professors and academic leaders!**

**Online registration: 8 September - 5 October 2025**

Further registration details are available on the program's website: [www.hitprogram.uzh.ch](http://www.hitprogram.uzh.ch)

## Practical Information

- **Program Schedule and Format:** For the in-person modules in Geneva, Lugano, and St. Gallen, the program begins at 10:00 on the first day and concludes at 16:30 on the final day. On all other days, sessions run from 09:00 to 17:00.
- **Individual Coaching:** Participants can choose their coach from a pool of professional coaches who collaborate with the H.I.T. Program. The two individual coaching sessions can be scheduled in person or online between March and October 2026.
- **Participation Fee:** For selected participants, the participation fee of CHF 7,500 is covered by their home institutions. This all-inclusive fee covers course materials, full board, and accommodation in single rooms during the residential modules (5–6 February, 1–2 June, 2–3 June, and 1–2 October). Travel expenses are not included and must be covered by the participants.
- **H.I.T. Program Certificate:** To receive a certificate of completion, participants must attend at least 80% of the program activities.

# Acknowledgements

The program started in the framework of the P-7 Programme (2017-2020) “Equal Opportunities and University Development” as a collaborative initiative of all Swiss universities, with the University of Zurich as the Leading House. After a successful pilot edition, the program was further developed within the P-7 Programme (2021-2024) “Diversity, Inclusion and Equal Opportunities in University Development”, swissuniversities.

The H.I.T. Program is established in the Center for Higher Education and Science Studies (CHESS) at the University of Zurich. Thanks to the commitment of senior leadership and the support of all Swiss universities, the H.I.T. Program continues to be open to women professors from the cantonal universities, ETHZ, and EPFL.



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UNIVERSITY OF  
LUCERNE



Università  
della  
Svizzera  
italiana



University of St.Gallen



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