

## Postdoctoral Leadership Programme Application Form

### Information and Guidance

#### 1. Programme overview

The purpose of this programme is to help participants understand what leadership is, reflect on where and how they can play leadership roles and learn several core skills that can be applied in any working environment, not just academic research.

The target audience for this programme is postdocs and research staff currently working on research contracts at Queen's. Participants are not expected to hold a 'Leadership position' as such; everyone can take the lead of specific initiatives, big or small.

This programme will be delivered in person on **Thursday 23 April and Tuesday 5 May 2026** from 09:30 to 16:30 (*both days*), in the Canada Room/Council Chamber, Lanyon Building.

Participants are required to complete the Insights Discovery Psychometric questionnaire which will be sent via email approximately 2 weeks in advance of the first workshop (this is quick to complete and will provide a detailed personal profile which will be used in the workshop).

Participants will be asked to reflect on how they can apply the principles discussed in the programme to their current situation or upcoming leadership challenges.

#### Day 1: Knowing myself as a leader

Insights Discovery psychometric tool: An interactive introduction to the way people think, behave and communicate; and how to use cognitive diversity to achieve powerful outcomes.

Introduction to leadership (Direction, Alignment, Commitment – DAC – model, Drath et al.): Leadership versus management – understanding similarities and differences. You will carry out a DAC self-assessment, to identify your strengths and areas for growth, as well as discuss the importance of your own personal values in leadership.

#### Day 2: Leading without authority

Vision building: why do it and how to do it. Vision building as a key component of setting direction; you'll explore why it's critical in a leadership context; and how to (co-)create an inspiring vision that engages others.

Coaching skills for leaders - bringing out the best in others. Looking at the mindset and skills set of coaching and how this can be used to support the performance and growth of those we work with.

#### 2. Target audience and eligibility

This programme has been designed with postdoctoral researchers in mind but is open to all research staff with similar levels of responsibility.

To be eligible, candidates must:

- Be employed at Queen's at the time of the course (both dates).
- Be employed on a "Research" contract.
- Be employed at an AC3 grade maximum.

PhD candidates who are employed as staff due to the nature of their PhD funding would not normally be considered.

If you do not fully meet these criteria but believe you should be eligible and/or are highly interested in this course, please contact [pdc@qub.ac.uk](mailto:pdc@qub.ac.uk) to discuss your specific case and provide additional information in the relevant box of the application form (e.g. staff carrying out research on a fixed-term contract but technically employed under a teaching or temporary academic contract). Depending on interest, we may be able to allocate remaining places to other individuals.

Within eligible candidates, this programme will prioritise:

- Non-established scholars (e.g. who are not employed on permanent contracts).
- Researchers who are not members of the Fellowship Academy.
- Researchers who haven't recently benefitted from similar leadership training.

### **3. Application and selection process**

Candidates are required to complete the application below; word counts provided correspond to the maximum allowed, not targets. Incomplete applications or applications exceeding the maximum word count won't be assessed by the panel.

The online application form should be completed before the **deadline of midnight on Monday 9 March 2026**.

Candidates should block both days (**Thursday 23 April and Tuesday 5 May 2026**) in their calendar at the time of application to 'save the dates'.

All applications will be collated by the PDC, checked for eligibility and anonymised.

There are **20 places available on the programme**. If applications exceed this number, a panel appointed by the PDC will review all anonymised submissions. Applicants will be notified of the outcome no later than the last working day of March 2026.

Applications will be assessed based on the panel's judgment of how beneficial the programme is likely to be for each applicant. Applicants are therefore encouraged to clearly articulate how they believe the programme will support specific aspects of their role, including any current or anticipated leadership challenges.

**Apply for the 2026 Programme:**

**[Complete the online application form for the Postdoctoral Leadership Programme](#)**