

# YUFE Research Leadership Programme 2025/26

Are you a **researcher or research manager leading a research group** and interested in developing your full leadership potential? Are you new to leadership in a research environment and perhaps unsure about your approach? If you are willing to broaden your horizon and exchange practices with colleagues in a similar role across YUFE universities, this is a unique opportunity to make the most of your leadership potential, to reflect on your approach to leading research projects, to learn about different cultural approaches and to expand your skillset.

## What is YUFE offering for staff members?

The YUFE Alliance is based on the joint vision of ten young research-intensive universities and two non-academic partners in order to contribute to a more competitive, innovative and united Europe addressing European and global challenges.

The YUFE Alliance strives to support and develop all staff members with regard to their knowledge, skills and talents. Therefore, YUFE develops a variety of programmes aiming at different staff groups. The Research Leadership Programme is one of those.

## What is the Research Leadership Programme?

YUFE universities are driven by research, but managing a team of researchers is a challenging job. Good leadership is a key ingredient for the success and wellbeing of the team. At YUFE, we believe that good leadership qualities are founded in self-reflection and agency. We encourage staff members to be curious about learning and to continue to improve their own skills. This Research Leadership Programme brings together researchers and research managers who are in charge of managing a research team and who want to go on a journey of leadership discovery together with YUFE colleagues. We especially encourage those research group leaders to apply who are relatively new in this role.

This programme takes place between December 2025 and February 2026. There will be two online sessions, self-study material, and a two-day on-site training activity in Brussels (travelling required). Participants are strongly recommended to network in between the sessions and after the programme. There are **two places per university available**.

The Young Universities for the Future of Europe (YUFE) is one of the dynamic European University Alliances, selected by the European Commission. YUFE aims to shape a holistic and inclusive future for students and learners, and their society in Europe. The YUFE Alliance strives to be the front-running Alliance of European Higher Education in which students, learners, and staff are co-leaders, co-dreamers, and co-creators. YUFE's mission is to become a successful model of a socially responsible European University.

Intended learning outcomes:

- Develop an awareness of how leadership theory could be applied in practice when leading a research team
- Identify approaches to effectively leading a research team
- Identify approaches in promoting clear team communication and effective performance within a research team
- Evaluate the effectiveness of your approach to leading a research team
- Develop an appropriate support network to be an effective research team leader
- Understand the team leader's influence in promoting Equality, Diversity and Inclusion within a research team.

## The programme content

Virtual introduction to the programme	
<b>Date</b>	Friday, 12 December 2025
<b>Time</b>	13:00 – 14:30 CET ( <i>please be aware of time zones</i> )
<b>Format</b>	Online
<b>Trainer</b>	Herwig Deconinck (True Colours)
<b>Content</b>	<ul style="list-style-type: none"> <li>• Welcome to the Research Leadership Programme</li> <li>• Your needs and expectations</li> <li>• Overview of the self-study period</li> </ul>

Self-study period	
<b>Date</b>	15 December until the meeting in Brussels
<b>Duration</b>	Ca. 5 hours
<b>Format</b>	Self-study material will be provided to prepare for the training in Brussels. Participants can learn independently and at their own pace.
<b>Trainer</b>	Herwig Deconinck (True Colours)
<b>Content</b>	<ul style="list-style-type: none"> <li>• Values led leadership in research organisations</li> <li>• Leadership and management styles</li> <li>• Leadership inspiration</li> <li>• Reflecting on current experiences and expectations of the management role within a research team</li> <li>• The YUFE Equity, Diversity &amp; Inclusion online course</li> </ul>

Leading others	
<b>Dates</b>	Wednesday, 21 January 2026 and Thursday, 22 January 2026
<b>Time</b>	Two full days (ca. 9:00 – 17:00 CET each day)
<b>Format</b>	On-site meeting at the YUFE Central Office in Brussels (Avenue des Arts 47, 1000 Brussels)
<b>Trainer</b>	Herwig Deconinck (True Colours)
<b>Content</b>	<ul style="list-style-type: none"> <li>• How to deal with differences</li> <li>• Respond versus react</li> <li>• Influencing styles</li> <li>• Dealing with difficult situations</li> <li>• People can only motivate themselves – how to facilitate this?</li> <li>• Building blocks for extraordinary teamwork</li> <li>• Taking time for leadership</li> </ul>

Final reflection session	
<b>Date</b>	Monday, 16 February 2026
<b>Time</b>	10:00 – 12:00 CET
<b>Format</b>	Online
<b>Trainer</b>	Herwig Deconinck (True Colours)
<b>Content</b>	<ul style="list-style-type: none"> <li>• Reflection on your leadership development</li> <li>• Sharing lessons learned</li> </ul>

## How to apply

There are two places available for each YUFE university. Your own university selects those two participants. Selected participants will be informed about the decision on 17 November 2025. To apply, you have to take **two steps**:

1. Apply for the programme via the **YUFE Virtual Campus**:  
<https://virtualcampus.yufe.eu/p/programme/76561193665721344>
  - You need to create a user account in the Virtual Campus, if you do not already have one. Once you have created an account, you can apply. If you face technical problems, please contact Charlotte Simmat ([charlotte.simmat@vw.uni-bremen.de](mailto:charlotte.simmat@vw.uni-bremen.de)).
2. Submit a **short motivation statement** to your university's contact person (see contact list below). The statement should include:
  - Your name, department/faculty, and position
  - What is your experience with leading a research team?

- In what way do you believe you could benefit from this programme?

Application deadline: **31 October 2025**

#### Local contact persons:

- Maastricht University: Aude Frost ([aude.frost@maastrichtuniversity.nl](mailto:aude.frost@maastrichtuniversity.nl))
- Nicolaus Copernicus University: Urszula Walenczak and Katarzyna Białowicz ([hr@umk.pl](mailto:hr@umk.pl))
- Universidad Carlos III De Madrid: Amaya García Sierra ([hr.yufe@uc3m.es](mailto:hr.yufe@uc3m.es))
- University of Antwerp: Marjolijn De Clercq ([marjolijn.declercq@uantwerp.be](mailto:marjolijn.declercq@uantwerp.be))
- University of Bremen: Charlotte Simmat ([charlotte.simmat@vw.uni-bremen.de](mailto:charlotte.simmat@vw.uni-bremen.de))
- University of Cyprus: Savvas Christodoulou ([hr@ucy.ac.cy](mailto:hr@ucy.ac.cy))
- Université Sorbonne Nouvelle: Elissa Ammar ([elissa.ammar@sorbonne-nouvelle.fr](mailto:elissa.ammar@sorbonne-nouvelle.fr))
- University of Eastern Finland: [yufe@uef.fi](mailto:yufe@uef.fi)
- University of Essex: [development@essex.ac.uk](mailto:development@essex.ac.uk)
- University of Rijeka: [karijere@uniri.hr](mailto:karijere@uniri.hr)

#### Expenses

For travel and accommodation expenses please check with your university's Erasmus coordinator, if you are eligible for Erasmus Staff Mobility funding.

- Maastricht University: [aude.frost@maastrichtuniversity.nl](mailto:aude.frost@maastrichtuniversity.nl) (*Travel costs need to be covered by your department/ service. Please discuss this with your manager prior to your application.*)
- Nicolaus Copernicus University of Toruń: [mawi@umk.pl](mailto:mawi@umk.pl)
- Universidad Carlos III de Madrid: [erasmusPASPD@uc3m.es](mailto:erasmusPASPD@uc3m.es)
- University of Antwerp: [internationaloffice@uantwerpen.be](mailto:internationaloffice@uantwerpen.be)
- University of Bremen: [barbara.hasenmueller@uni-bremen.de](mailto:barbara.hasenmueller@uni-bremen.de)
- University of Cyprus: [zeniyou.emma@ucy.ac.cy](mailto:zeniyou.emma@ucy.ac.cy)
- Université Sorbonne Nouvelle: [erasmus-staff@sorbonne-nouvelle.fr](mailto:erasmus-staff@sorbonne-nouvelle.fr) and [yufe-admission@sorbonne-nouvelle.fr](mailto:yufe-admission@sorbonne-nouvelle.fr)
- University of Eastern Finland: [minchun.ryhanen@uef.fi](mailto:minchun.ryhanen@uef.fi) and [merja.haapiainen@uef.fi](mailto:merja.haapiainen@uef.fi)
- University of Essex: [develop@essex.ac.uk](mailto:develop@essex.ac.uk)
- University of Rijeka: [international@uniri.hr](mailto:international@uniri.hr)

## Further information

Contact your local YUFE contact person (see list above), if you have any additional questions or need further information.