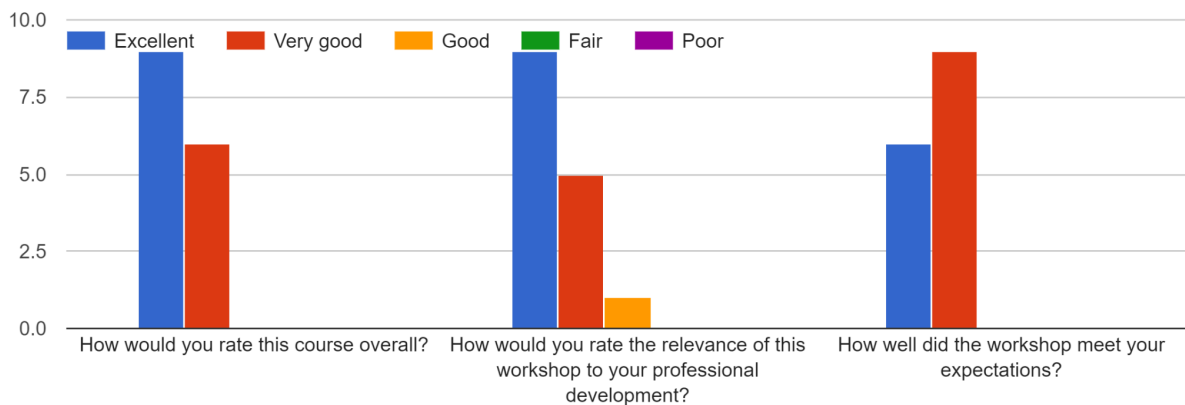


Course Evaluation Report

Inclusive Leadership for Gender Equality Course for Junior Faculty for University of Lausanne

Course ID: 20230823_UNIL_LEDI_JF_INPERSON
 Dates: August 23rd, 24th, 25th, 2023
 Course trainers: Sue Hewitt and Yuvalal Liron
 Participants: 16
 Responses: 15

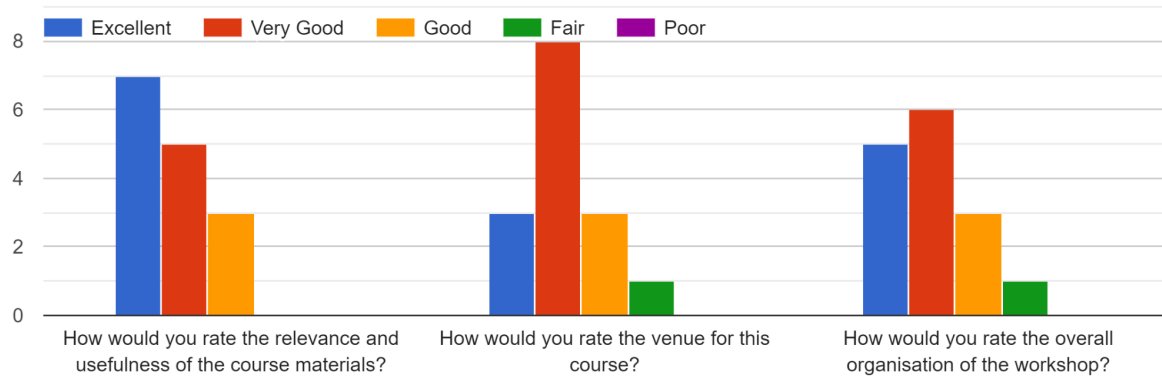
Course rating



Trainer rating

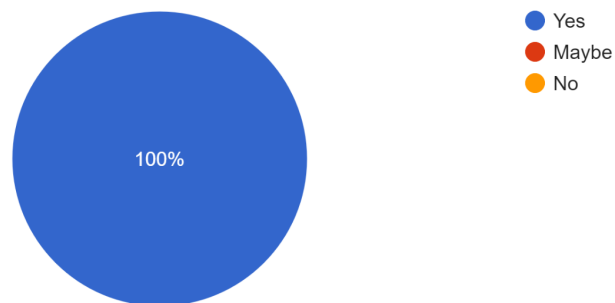


Materials and Organisation



Would you recommend this workshop to your colleagues?

15 responses



Please write one sentence that encapsulates your experience on this course:

- Raising awareness.
- I much appreciated the in person practical parts which provided real experiences.
- Very positively surprised.
- Fruitful to share with colleagues and being introduced to new concepts.
- Eye opening and hopefully useful.
- I improved my self confidence as a leader.
- Practical and relevant advice delivered in an energetic package.
- The course was an eye-opener and gave me tools to have a self-critical look in my role as a leader and to improve on key aspects. I can't wait to start implementing and testing what I learnt.
- I feel that I have learned so much! This course should be obligatory. It was amazing: all the tools, the trainers and colleagues. Thank you very much!
- Seek feedback and share experiences with peers is highly valuable and helpful.
- Enriching experience, exceeds expectations and very different tools and approaches compared to other leadership courses.
- Removes the feeling of being alone with your problems and gives tools to improve skills.
- Learning the tools to become a better and inclusive leader and mentor.
- You know you have learned a lot and been engaged when you feel exhausted and satisfied at the end of the day. An eye opener when it comes to communicating in teams and harsh realisation that our professional environment often lacks appropriate communication.
- Participating in the inclusive leadership workshop was a transformative journey where I not only had the privilege of interacting with diverse peers, but also made substantial strides in mastering essential group leadership skills under the guidance of two exceptional trainers. These three days were pivotal in my growth, equipping me with valuable tools for everyday leadership that prioritise inclusivity and self-awareness.

How could this course/workshop be improved?

- Could go slightly faster.
- More time.
- Perhaps with a follow up session of 1 day six months later.
- Better allocation of the rooms for the exercises.
- A couple more days are required to cover all the material.
- It is really very good as it is, the direct exchange with trainers is precious.
- Vegetables for lunch.
- I think we would need one more day in order to have more practical sessions, not rush on some of the topics and to take more breaks to exchange with the other participants.
- Na.
- More time for additional peer to peer discussion otherwise excellent.
- Slightly more push out of my comfort zone.
- Smaller groups, more practical work, longer (still 3 days but more hours per day) to cover more topics.
- More practical exercises, outdoors.

Other Comments

- Thanks to Yuvalal and Sue for their work.
- Keep the non-virtual format, as the interactions between participants and trainers are really important.
- Subjects not covered due to lack of time. Maybe 3 days in a row is not the best format to digest it all.
- Congrats on a fantastically well run workshop, delivered with care, competence and love.
- Maybe food diversity could be improved a bit



- I think the interactions are crucial for practising the new skills (in the group and smaller subgroups), it is essential to maintain the on-site format!!! The online format that some people experienced during zoom could be good to teach some theory, but is clearly insufficient to build relationships and exchange at a deeper level and practise the new communication tools.
- In person interactions are imperative for enhancing the experience and exercises as body language plays a big part in different aspects of leadership. Also allows for informal discussions during breaks and builds trust to share difficult topics. Creation of peer group/network as follow up would be highly appreciated.
- It was time well spent.
- Overall a great course; very interactive; the course profited from the personal on-site setting with lots of materials in the seminar room (hard to imagine a similar productivity in a remote setting).

Course Evaluation Report Inclusive Leadership for Gender Equality Course for University of Lausanne

Course ID: 230828_UNIL_LEDI_SF_INPERSON
 Dates: August 28th, 29th, 30th, 2023
 Course trainers: Sue Hewitt and Yuvalal Liron
 Participants: 14
 Responses: 13

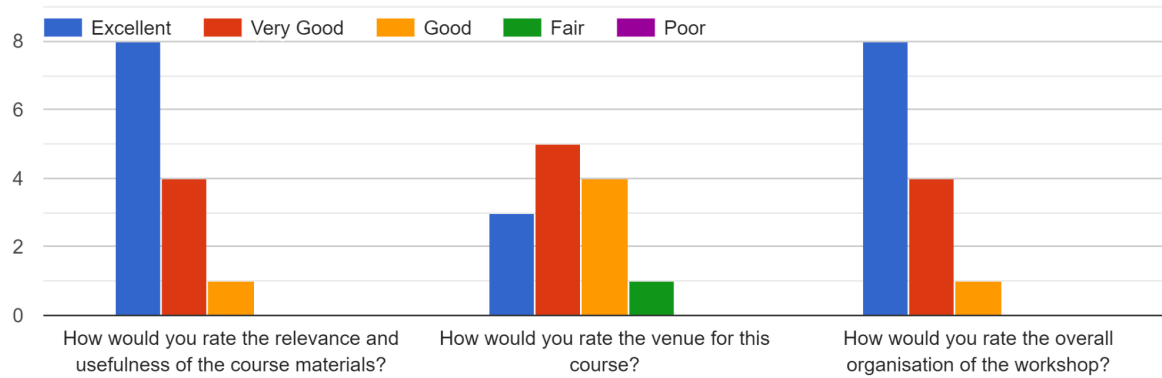
Course rating



Trainer rating

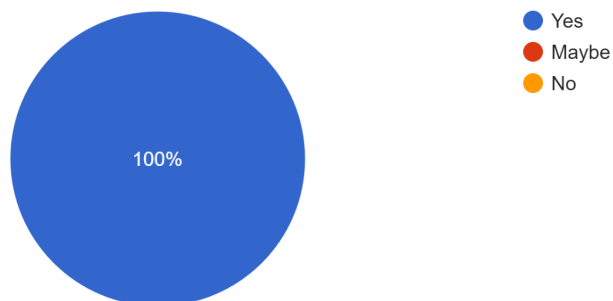


Materials and Organisation



Would you recommend this workshop to your colleagues?

13 responses



Please write one sentence that encapsulates your experience on this course:

- The format « on person » was mandatory.
- Set words on things; give useful tools that can be implemented in my practice
- Fulfilling.
- Excellent course, interactive and practical.
- Stimulating and a good basis for continuing to think about leadership.
- A wonderful and intense experience with very valuable training. It should be more widely offered !
- It was more interesting and useful than I had anticipated. Huge thanks to the trainers for your efforts and great energy!
- I was not sure what to expect but now I have learned a lot that will help me improve my way of working.
- Important moment to reflect, focus, plan and imagine options that were not previously imagined.
- The experience of taking three uninterrupted days to reflect on inclusive leadership practices and strategies, and to learn from the peer role play in particular, was very beneficial.
- Interesting to reflect on communication, try new techniques etc.
- Practical tools I can implement both within my team and as a PI representative within the University.
- The course strikes a perfect equilibrium between concepts and concrete applications.

How could this course/workshop be improved?

- 4 days ???
- Keep a presential format; the exercises and the exchanges need personal contact
- By having it twice a year.
- No particular points.
- Nothing.



- I am not sure actually but definitely a good idea to have it as a presential workshop.
- 1 day more to cover all tools AND give us the possibility to follow up in one year with 2 more days.
- Really thinking hard how it could be improved - right now nothing comes to mind, as I think we covered a lot of tools and concepts in these three days. Maybe another day to implement more of this, but I feel this could also reach saturation after >3 days.
- Much of the content on unconscious bias and some on TA was familiar to me. The unconscious bias was treated superficially.
- By making it mandatory for senior leadership in University bodies (specially for those sitting in more than one senior committee at the University or Hospital). By reserving some time for the group to decide whether to create a peer group on site.

Other Comments

- Should be continued in person.
- I think that the format was great (presence, and not online), allowing for interesting discussions (including during the coffee breaks).
- On site workshops are absolutely recommended, I would not have the same benefit with an online course.
- I was very glad that we could have it in person rather than virtually. The personal interaction within the group was extremely enriching.
- Thanks !!
- In person is crucial to allow focus and quality work. A true luxury that needs to be respected and not bargained!
- Thank you SO much - a great workshop!!
- Needs to be in person. I would not do it online. I learned a lot and it was useful for me.
- The presential format was key to the interaction and trust building. Thank you for not adding evening social activities conflicting with family responsibilities.
- It was very useful for me, especially due to the real-life experiences shared by the different participants.