



Co-funded by the
Erasmus+ Programme
of the European Union

Developing an international course for supervisors

Insights from the project:

International Entrepreneurship Network for PhD and PhD Supervisor Training (IETN)



**LUT
University**

Linnæus University

Doctoral education day 8.10.2020



**UNIVERSITÄT
SIEGEN**

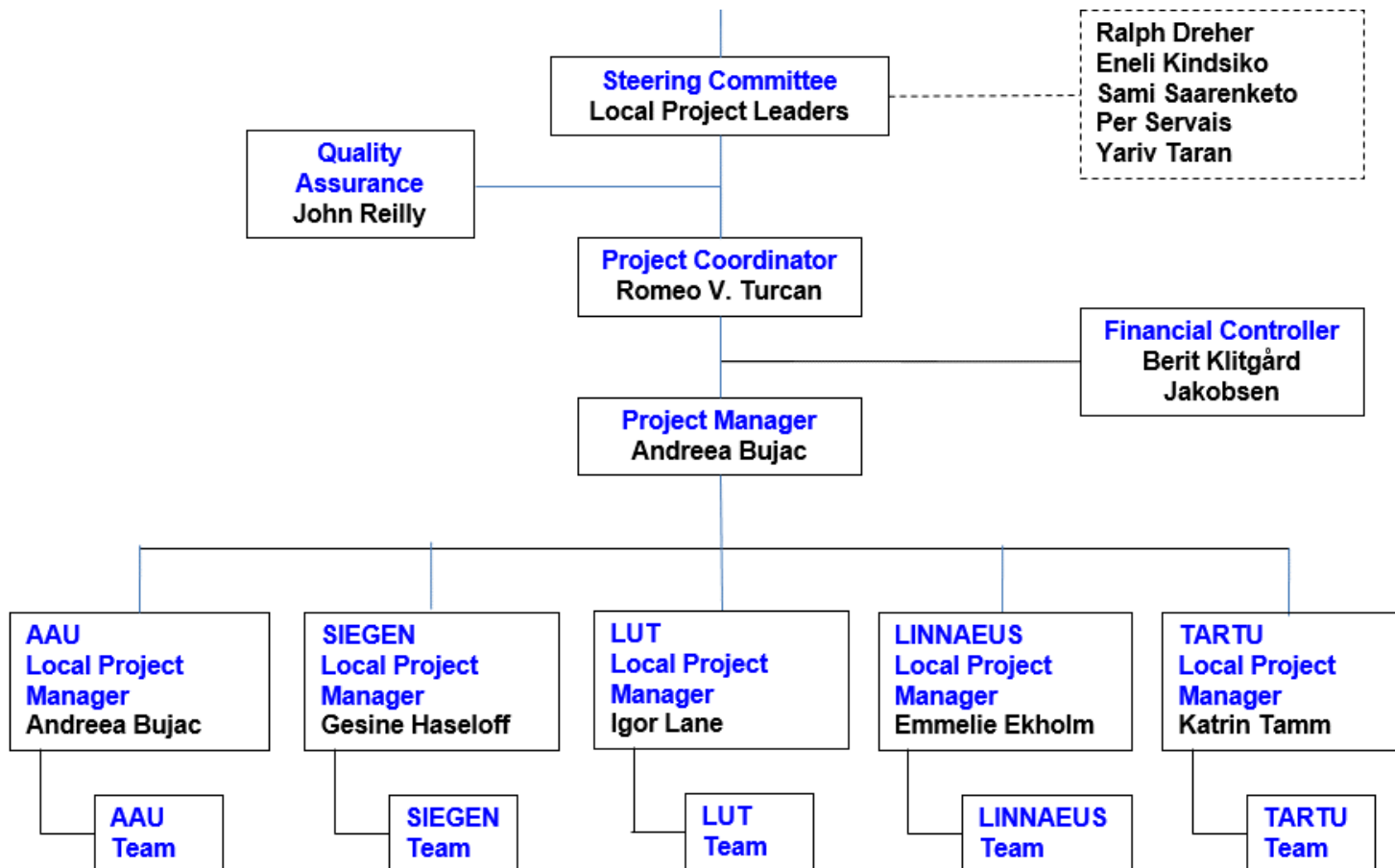
The IETN project

a three-year project with starting date on September 1, 2019 and a total budget of EUR 317,171. IETN is coordinated by Aalborg University, Denmark

Target audiences:

- (1) doctoral researchers
- (2) doctoral supervisors
- (3) trainers of supervisors

The project's governance structure



The objectives of the project

1. Enhance ESRs' skills and competences and increase their employability outside academia by developing and implementing a high-quality training program.
2. Enhance the quality, relevance and professionalism of supervision and supervision training for faculty members engaged in doctoral supervision/or doctoral supervisor training by developing and implementing a training program for DS and TOS supervisors.
3. Create sustainable structures to foster a transnational community of scholars passionate about International Entrepreneurship, Authentic Leadership and Training for the Jobs of the Future.

Intellectual outputs

1. PhD Student Course in Authentic Leadership
2. PhD Supervisor Training in Authentic Leadership
3. The Emerald Handbook of Authentic Leadership

The PhD Supervisor training in ‘Contemporary perspectives in Authentic Leadership’

- is a professional development training for PhD supervisors which aims to trigger and facilitate the development of their understanding of Leadership Authenticity which eventually carries forward to the supervised candidates. Ultimately, leadership authenticity enhances the quality of doctoral education making it more fulfilling for the candidates and supervisors as well as more impactful for society at large.
- The pilot editions of the course will be held at University of Tartu (Estonia) and Linnæus University (Sweden) in 2021 and 2022 respectively
- Additional implementations by other members of the consortium
- Training is run by consortium teaching team involving internal and external guest lecturers

Learning objectives and outcomes

Upon completing the training, the PhD supervisor should be able:

- To demonstrate a critical understanding of the concepts of leadership authenticity
- To illustrate how development of leadership authenticity can facilitate supervision of PhD candidates
- To critically reflect upon leadership authenticity in PhD supervision
- To incorporate the principles of leadership authenticity in PhD supervision
- To integrate leadership authenticity into doctoral candidates' learning process

Teaching methods

- mini-lectures and workshops
- team projects
- role playing
- reflective learning

Suggested literature/Course materials

- Selection of articles (Reading list 300 pages), including selected chapters from Turcan et al. (2022) *The Emerald Handbook of Authentic Leadership*

Participants

The course will enrol max 25 participants

- 4 from each partner university
- 5 from outside the Consortium

Application

The applicants should:

- fill in an application form
- submit a 1-page application essay describing their willingness for participation in the training
- fill in an online survey about their current understanding of supervisory practice

The link to the application form and survey will be further provided as well as guidelines for an essay.

Other details

Workload: 2 ECTS / ca 50-60 hours (depending on local regulations)

Language: English

Volume and form of study:

- teaching (mini-lectures, facilitated workshops (ca 24 hrs)
- independent work (ca 26 hrs)

	DAY I: Introduction to Leadership Authenticity	DAY II: Practicing Authenticity in Supervision process: How do we supervise?	DAY III: Integrating Authentic Leadership into PhD learning process beyond supervision.
	<p>1.1. Introduction to the course</p> <p>Course, period, participants, presenters, logistics, assignments 1 and 2</p> <p>Workshops 1.4, 2.1, 2.4, and 3.3 are to be used for preparation of Assignment 2</p>	<p>2.1. Exploring and navigating supervision with authenticity (group workshop)</p> <p>Facilitated group discussion based on critical review of the assigned course literature on various topics such as:</p> <ul style="list-style-type: none"> • How Leadership Authenticity can enhance supervision process? • Developing oneself / Ethics / Authority and empowerment • Discussion of best practices • How to integrate leadership training in the PhD? [relates to 2.4 below but is different in emphasis] 	<p>3.1. Authentic PhD learning process (group workshop)</p> <p>Facilitated group discussion based on critical review of the assigned course literature and results of 2.4:</p> <ul style="list-style-type: none"> • How Leadership Authenticity can <u>impart</u> on better training for their candidates beyond actual supervision • Dealing with other stakeholders (e.g. administration) in PhD learning • Discussion of best practices <p>[Are you making a distinction between ‘learning’ and ‘training’? How does the leadership training relate to other ‘training’?]</p>
	<p>1.2. Leadership Authenticity (group workshop on exploring LA)</p> <p>Facilitated group discussion based on critical review of the assigned course literature:</p> <ul style="list-style-type: none"> • Why Leadership Authenticity? • How it is relevant for PhD training? • Leading or being led? 	<p>2.2. Current challenges in supervision from AL perspective (<u>mini-lectures</u> followed by public debate)</p> <p>Provocative <u>mini-lecture</u> on a specific topic such as:</p> <ul style="list-style-type: none"> • VUCA • Ethics • AI • Political Activism • UN SDGs • AL in IE • Theory building and AL • Creativity • Dealing with bureaucracies 	<p>3.2. Nurturing the culture of Authentic Leadership in different contexts (a guest lecture)</p> <p>Alternative ways of trainings for the leaders</p>
	<p>1.3. Inside-out Confessions (mini-cases)</p> <p>Presentations on PhD journeys in and outside academia by recent PhD graduates</p>	<p>2.3. Workshop reflecting the public debate</p> <p>Participants critically reflect upon the topic of public debate in relation to their supervisory practice / leadership authenticity</p>	<p>3.3. Development of ‘leadership’ as an integral part of PhD training (facilitated group workshop)</p> <p>Participants critically reflect upon the main learning points for implementation</p>
	<p>1.4 Workshop “Insights on individual approaches to Authentic leadership”: Assignment 1 (based on the <u>mini-cases</u>)</p> <p>In teams, the supervisors will discuss the assigned mini-cases and present their findings.</p> <p>Contextual discussions about the role of authentic leadership in particular PhD journeys (incl. individual needs assessment)</p> <p>Potential role of AL training</p> <p>Serves as a bridge to the next day, where current challenges of supervisory practice are brought forward and discussed from AL perspective</p>	<p>2.4. Development of ‘leadership authenticity’ as part of PhD supervision: “Try walking in my shoes” (role play followed by a group workshop)</p> <p>role-play with reversed roles of supervisors, <u>candidates</u> and administrators</p> <p>Reflections upon performed role-play from AL perspective</p> <p>How authentic leadership should be carried forward to PhD candidates following attendance <u>on</u>the course.</p> <p>Serves as a bridge to the next day (results to be used in 3.1), where leadership authenticity is embedded in total learning of PhD candidates</p>	<p>3.4. Concluding workshop</p> <ul style="list-style-type: none"> • Hands-on feedback on course and development of participants • Peer-review and evaluation
	<p>Pre-reading 8 hrs On-site training 8 hrs</p> <p>In sum: 16 hrs</p>	<p>Pre-reading 4 hrs On-site training 8 hrs</p> <p>In sum: 12 hrs</p>	<p>Pre-reading 4 hrs On-site training 8 hrs Post-session reflection (Assignment 2) 10 hrs</p> <p>In sum: 22 hrs</p>

A few challenges for discussion

- Face-to-face vs online vs bimodal
- How to attract senior supervisors?

Questions and comments

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- IETN website: <https://www.tbrp.aau.dk/ietn/>
- LinkedIn: <https://www.linkedin.com/company/ietn-erasmus-project/>
- Facebook: <https://www.facebook.com/groups/523119254918754>