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## Report

### **LEAD Workshop on Academic Leadership Development**

**24-27 Oct. 2016 in Beijing**

**National Academy of Education Administration**

The LEAD Workshop at National Academy of Education Administration (NAEA) in Beijing took place on 24-27 Oct. 2016. More than 40 participants joined the workshops. The NAEA leaders welcomed all participants. The participants included academic leaders from LEAD partners as well as other Chinese academic leaders from the collaborating partners of NAEA. First of all the structures of the LEAD workshops and training were introduced and the needs analysis report was presented to all participants. Then all participants introduced each other and especially each participant pointed out some key issues that you were concerned or interested on university governance and academic leadership. This helped to set the scene, get to know each other better and obtain some important ideas that are relevant for the participants. Each participants also presented their main challenges as an academic leader and some testimonials or successful stories from their actual experiences. This brought the participants closer as they got a better understanding of the issues and situations of the peer participants. After the round table sharing, the workshops focused on a few key topics.

The first training was focused on Change Management. Dr. Yasar Kondakci from METU introduced the main issues on change management and important drivers of change (internal and external). The presentations and discussions helped all participants to gain a better understanding on how academic leaders can deal with changes (societal, financial, structural, procedural, etc.).

The second main topic was on leadership and management of academic teams. The team dynamics and approaches to manage teams were introduced and discussed. Managing teams is crucial for the success of academic teams and research groups. "Research innovations" of universities and how universities can shape their policies for research innovations are discussed too. The training was organized in an interactive way. The participants can discuss issues at their round table, then the summaries or insights were shared at the plenary sessions. What was very valuable was that the academic leaders shared their personal experiences or stories as an academic leader. The experience sharing is a very important medium of learning for academic leaders, especially those who may face similar challenges or issues.

Prof. dr. Seppo Hölttä from University of Tampere presented and guided the workshop on “Transformation of HE for the needs of the society & economy”. How the academic vision can match the needs of the society and economy was a key issue. In addition, university policies for educational innovations are also discussed.

At the end of the training, the participants reflected “what is new in our basket”, the lessons they learned, the ideas that they can apply in their academic positions. All participants reported that the workshops were very useful and insightful. Especially the sharing among Chinese and European participants brought added value to the training workshops.



