

Exclusive Leadership Program  
for Female Professors in Switzerland

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H.I.T.

High Potential University Leaders  
Identity & Skills Training Program –  
Inclusive Leadership in Academia

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H.I.T. Program 2024

Federal Programme P-7  
Diversity, Inclusion and Equal Opportunities in the Development of  
Higher Education Institutions (2021-2024)

# GENERAL INFORMATION

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H.I.T. Program, High Potential University Leaders Identity & Skills Training Program – Inclusive Leadership in Academia, is an innovative, evidence-based and exclusive leadership program to specifically train and empower female professors in Switzerland to become university leaders. The **H.I.T. Program 2021-24** is built upon the experience gained in the first national leadership program for female professors, **H.I.T. Program 2019-20**. All cantonal universities and the two federal technical universities are partners in the program, and the University of Zurich is the leading house.

## PROGRAM STRUCTURE

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The H.I.T. Program is centered on skills and leadership identity training for female professors from all disciplines across Switzerland. The program is structured around training modules, individual coaching, professional networking, peer mentoring and leadership shadowing.

Boost your  
Academic Network

Training Modules  
Interactive  
Workshops

Personalized  
Leadership  
Development

Coaching  
Peer Mentoring  
Shadowing

The H.I.T. Program 2024 is offered in blended format: 5-day in-person sessions and one virtual session. Several **Training Modules** led by internationally well-known experts in academic leadership will be organized from February until July 2024 in Geneva, Bern, Lausanne and Zurich.

In addition, as part of the **Personalized Leadership Development** component of the program, participants in the program will benefit from:

- Professional coaching: two individual sessions
- Leadership shadowing: one-to-one exchange with top leaders from academia (½-day)

**Professional Network:** Role models - female leaders from universities, federal agencies and bodies responsible for higher education and research policies - and change agents, will join in to discuss current issues in higher education in Switzerland. Our invited guests will also give practical advice and share from their leadership experiences to inspire the participants.

Overall, the participants will gain new knowledge and enhance their leadership skills, further develop their professional networks, and ultimately be prepared for senior academic leadership roles in the future.

# PROGRAM AGENDA

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## DATES/VENUES

Exact venues in Geneva, Bern, Lausanne and Zurich will be announced later.

### **Thursday-Friday, 1-2 February 2024, Geneva**

The 1½-day event begins Thursday at noon and ends Friday at 17:00.

### **Tuesday, 5 March 2024, Online session**

14:00-17:00

### **Friday, 22 March 2024, Bern**

1-day event (9:45-17:00)

### **Monday-Tuesday, 6-7 May 2024, Lausanne**

The 1½-day event begins Monday at noon and ends Tuesday at 17:00.

### **Friday, 5 July 2024, Zurich**

1-day event (9:45-17:00)

The interactive workshops will focus on: leadership identity and personal influence; inclusive academic leadership; sustainable impact: science politics; networks, gender and careers; power and influence; women in leadership.

## APPLICATION GUIDELINES

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Twenty places are available for female full or associate professors from cantonal and federal Swiss universities, who are interested in academic leadership positions at faculty- or university management levels.

Online application: **11 September - 8 October 2023.**

Due to limited places, a selection process will take place. The participants, selected by the program selection committee with members from all partner universities, will be notified before 30 November 2023.

The registration fee for the participants in the program is 2'000 CHF, and includes access to all training sessions, course materials, lunches, coffee breaks, as well as dinner and hotel accommodation for the events in Geneva and Lausanne.

# UNIVERSITY OF ZURICH, LEADING HOUSE

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University of  
Zurich<sup>UZH</sup>

## PROGRAM PARTNERS

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University  
of Basel



UNIVERSITÉ  
DE GENÈVE

unine

UNIVERSITÉ DE  
NEUCHÂTEL

u<sup>b</sup>

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UNIVERSITÉ DE FRIBOURG  
UNIVERSITÄT FREIBURG

UNIVERSITY OF  
LUCERNE

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[www.gleichstellung.uzh.ch/de/projekte/hit\\_2/2024.html](http://www.gleichstellung.uzh.ch/de/projekte/hit_2/2024.html)



### Program Management Team

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