



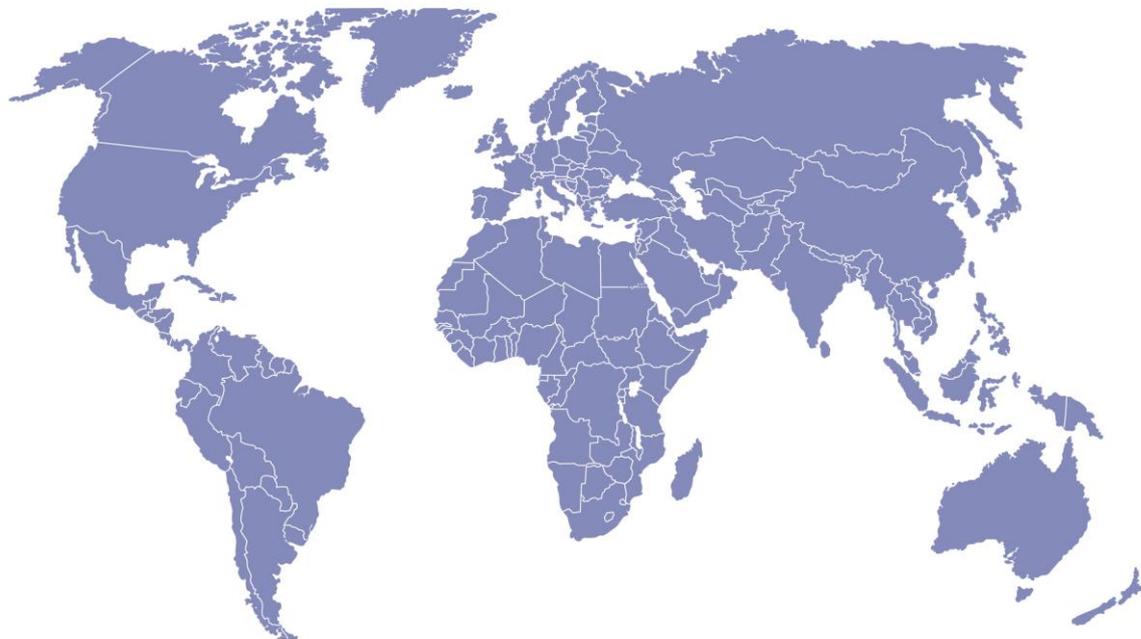
Deutscher Akademischer Austauschdienst  
German Academic Exchange Service



HRK German Rectors' Conference  
The Voice of the Universities

## UNILEAD COLOMBIA 2022

# DIES University Leadership and Management Training Programme



## Call for Applications 2022

Supported by the



# UNILEAD Colombia 2022

The German Academic Exchange Service (DAAD), the Center for Lifelong Learning (C3L) at the University of Oldenburg (Germany) and Universidad del Rosario – UR (Colombia) are jointly organising the DIES University Leadership and Management Training Programme UNILEAD Colombia 2022 in Bogotá, Colombia -enabling young managers at Higher Education Institutions (HEI) in emerging and developing countries to successfully tackle every-day challenges. In order to do so, the programme brings together the topics Project Management, Leadership and Transformative Female Leadership at HEI with individual and practice-oriented change projects of each participant.

Developed in 2008, UNILEAD is part of the DIES programme (Dialogue on Innovative Higher Education Strategies), which is jointly coordinated by the DAAD and German Rectors' Conference (HRK) since 2001 and funded by the Federal Ministry for Economic Cooperation and Development (BMZ).

Further information on the DAAD DIES Programme and the DIES Training Courses can be found at <http://www.daad.de/dies/en>.

## Programme Contents and Methodology

UNILEAD Colombia 2022 focuses on three key areas:

### 1. Project Management

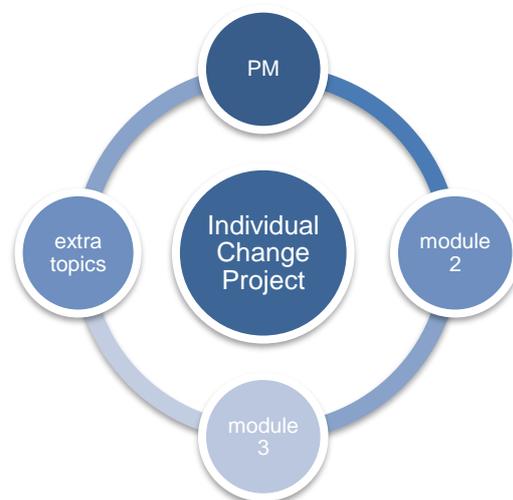
This course will prepare the participants for the successful and efficient management of all kinds of projects within universities and HEI. Basic, methodical, organizational, and social skills will be considered.

### 2. Leadership

Within this module the participants acquire tools and techniques of Leadership. Key elements are communication skills and team competences of their leadership style. The learnt input will be transferred to the individual project in the Higher Education context.

### 3. Transformative Female Leadership at HEI

The core of this module will be dealing with the establishment focusing on gender and leadership issues, such as in their projects. It will also include the adequate use of instruments to effectively carry out strengthening of female leaders in projects in HEI environments.



**The core of the entire programme is an individual and practice-oriented change project** that participants are required to propose already in their application. The project should explicitly be **linked to the strategic objectives** of their universities and the field they are working in. The course content will always reflect on and relate to these change projects.

The methodology will be strictly project-oriented and is based on case studies or questions derived from the particular job situation of the participants. Thus, it is expected to bring in personal experience and to share this knowledge with the group of 20 women from different regions and countries of the Andean Region. High personal motivation, the willingness to get actively involved during the online and contact phases and excellent English language skills are essential for the successful completion of this course. UNILEAD Colombia 2022 is mainly conducted in English and all learning materials are in English.

### Learning Approach / Schedule

Using a blended learning approach, UNILEAD Colombia 2022 is structured in two on-site contact phases at the University of Rosario, and trainer guided online phases.

#### Online Phase 1 (05 – 06/2022)

- Prior to the first contact phase, an online phase of around 6 weeks is scheduled in which the participants are asked to read the **course material** and to work on short papers, including the individual work of **drafting the individual change project**. These papers are meant to describe the individual work experience at their home institution and to identify problems as well as obstacles referring to the topics of the course.

#### Contact Phase 1 (20 June – 1 July 2022)

- The initial contact phase will take place at the Universidad del Rosario in Colombia. During these two weeks, content will focus on **Project Management** and **Leadership**. Furthermore, the personal action plans will be adjusted and fine-tuned.

#### Online Phase 2 and Implementation (07 – 11/2022)

- Between July 2022 and November 2022, participants **apply the skills acquired at UNILEAD** within their individual projects at their home universities. In this, they are being accompanied and monitored by UNILEAD mentors. Furthermore, the participants will work on the module **Transformative Female Leadership at HEI**.

#### Contact Phase 2 (21 – 25 November 2022)

- Finally, during a one week contact phase of the last module in Colombia, there will be the opportunity to reflect on the implementation of the individual projects and to discuss next steps. Content of inputs will focus on **Transformative Female Leadership at HEI**.

As the modules of the programme are interconnected, **participants are expected to take part in all three modules. A written statement from the Higher Education Management, that confirms the full commitment to attend all parts of the programme is an entry requirement for being admitted.**

### Important note

Due to the current COVID-19 pandemic, the DIES UNILEAD Colombia Training Course 2022 will be adapted according to global travel restrictions. If necessary, some parts of the course, or even the whole course, will be taught online.

We will inform the selected applicants immediately should there be any changes.

## Partners' Profile

The **University of Oldenburg** and the **Universidad del Rosario**, are the academic coordinators of this training course and work closely together with the DAAD.

With the C3L, the University of Oldenburg has a renowned institution for continuing education that offers various international and national programmes such as part-time study programmes, certificate and degree programmes for professionals of (Higher) Education Institutions. Thus, it has a wide network of experts who act as lecturers and provides in-depth experience in the field of education management and continuing education. International and national lecturers will bring in expertise in Higher Education Management and will help reflecting the specific questions from an international and intercultural perspective.

Universidad del Rosario, founded in 1653, is a top-three Colombian university, conceived, since its establishment, as a university of the students, by the students and for the students. It is also a place where the limits of knowledge are challenged by conducting high quality research connected to international standards curricula.

The unchanged mission aims essentially at educating young people to lead the country based on critical thinking, strong ethical training and a high sense of responsibility. For more than 360 years, the University has actively contributed to the social, political and economic development of Colombia.

Universidad del Rosario is a 3-star-rated (QS-stars) institution, and ranked 700+ in the QS World University Rankings and 58<sup>th</sup> in Latin America. The University appeared among the top five Colombian universities in Economics, Law and Medicine.

## Participants' Profile

UNILEAD Colombia 2022 is aimed at 20 female representatives from HEI in the **Andean Region (Colombia, Peru, Ecuador, and Bolivia)**. The key criteria are:

- Applicants are preferably between 30 – 45 years old
- Applicants hold at least a Bachelor's degree plus graduate programme and/or Master's degree
- Applicants have been holding a **university management position with managerial and personnel responsibilities no longer than 5 years** in one of the following fields:
  - Managers of central university departments (Planning, Quality Management, Human Resources, Continuing Education, International Office, **excluding Deans**)

- Task force managers for university reform projects
- Managers of staff development units or programmes
- Active and excellent English language skills, especially the communication/oral competence (B2 + CEFR). Phone interviews will be organised with short listed candidates to guarantee the requested proficiency.
- The provision of international experience will be an asset

### Application Requirements and Process

Applications can be submitted via the online application form on the UNILEAD-website at

[https://go-dl.uni-oldenburg.de/unilead\\_colombia/](https://go-dl.uni-oldenburg.de/unilead_colombia/)

Strict **closing date of the application is February 22<sup>nd</sup>, 2022, 5:00 pm Central European Time.**

Following information and documents are requirements for an application:

1. **Application Form** including a clear practice-oriented **Project Proposal** – using the online-form provided on the website.
2. **Letter of Motivation including date and signature (max. 2 pages)** – uploaded to online-application form as pdf-file, in which the need for the training is explained and the following questions are answered:
  - 1) What is the reason for you applying for the UNILEAD Colombia 2022 training course and which role do you think will it play for your professional career?
  - 2) What kind of actual challenges, obstacles or problems are, or will you (presumably) be faced with regarding the implementation of your project?
  - 3) In which way do you think that your participation in the UNILEAD course could help you to implement this project and to overcome existing or foreseen challenges, obstacles, or problems?
3. **Letter of Recommendation from university top management** (President/Rector or Vice-Chancellor/Vice-Rector of the university) **including date and signature**. The letter should describe and emphasise the managerial qualifications and leadership competencies, the future potential of the candidate – uploaded to online-application form as pdf-file.
4. **Proof of excellent English proficiency** (e.g. TOEFL, Cambridge Certificate) will be an asset (pdf-file).

The Selection Committee composed of high profile Higher Education Management experts meets in March, 2022.

The selection criteria are based on the following points:

- Personal profile match
- Motivation letter
- Institutional profile match
- Description of reform project in concordance with the strategy of the university
- Influence and impact of the project on the university's strategy
- Recommendation of university's top management

The selected candidates will be informed about the results of the selection meeting by April, 2022.

#### **Important Note**

The final decision regarding the conduction of the modules will be made no later than April 2022 for contact phase 1, and no later than mid of September 2022 for contact phase 2.

## **Funding**

During the contact phases the participants will be guests of the Universidad del Rosario.

Following expenses will be covered by the funding of DAAD with financial support by the BMZ:

- Course costs for participation in UNILEAD Colombia 2022
- Travel costs: Flights to and from Colombia (Economy class) and ground travel to and from Bogotá will be covered. We kindly ask the participants to make their own travel arrangements – they will then be reimbursed in cash upon arrival in Bogotá\*
- Accommodation (including breakfast) and some joint meals at the two contact phases in Colombia\*

**Expected co-funding:** Participants' home institutions are expected to contribute to the course costs by paying a one-time fee of 200,00 €.

In addition, local transportation in the participants' home countries and visa costs for the stay in Colombia have to be covered by the participants and/or their home institution.\*

Further details on terms and conditions will be given to the admitted applicants together with the invitation letter.

#### **Important Note**

If contact phase 1 can be conducted on-site, the tuition fee will be deducted from the travel reimbursement at the first contact phase in Bogotá. In case of an online-session, the participants' home institution is asked to transfer the course fee via international bank transfer.

\* in case of on-site session in Colombia



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