

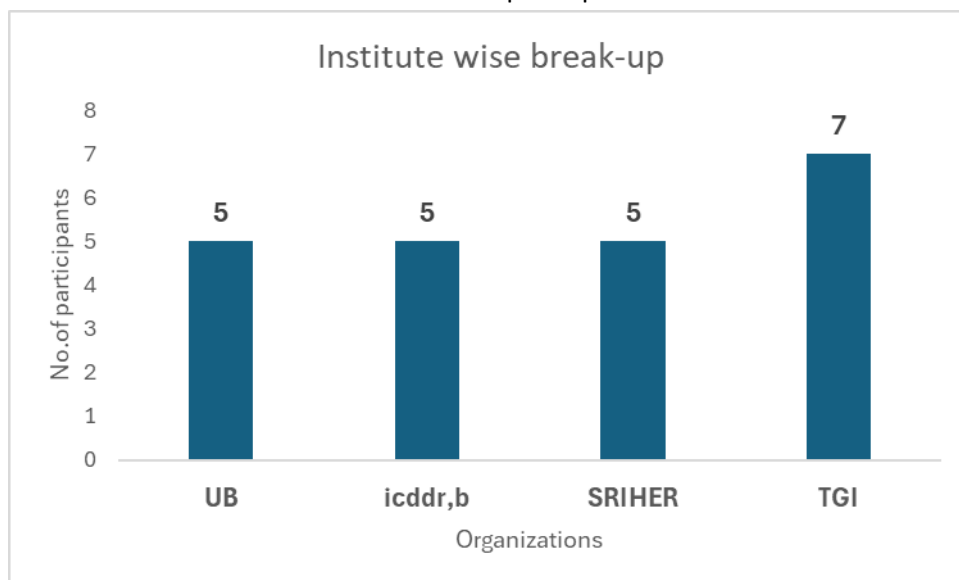
Training report

Training details

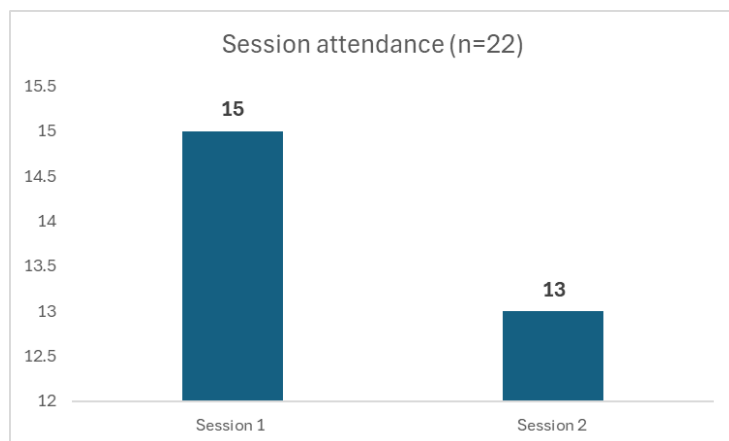
1. **Name of Course:** New Leader course
2. **Organizing institute:** The George Institute for Global Health
3. **Course faculty:** Maarinke Van Der Meulen, Program Lead, Global Thought Leadership, TGI Australia
4. **Intended learning objectives:**
 - Understand what leadership means along with foundational team management and good communication practices
 - Learn about inclusive and ethical leadership practices
 - Reflect on their leadership identity and values
 - Develop a plan for leading their teams effectively
5. **Course delivery dates:** Aug 2025- Sep 2025
6. **Course details:** 2 live interactive sessions (conducted via zoom) + reading material + end of course assignment
7. **Total contact hours:** 4 hours
8. **Assignment details:** Develop a high-level two-page leadership plan
9. **Total enrolled and completed:** Enrolled-22 participants, Completed-11 participants

Participant details

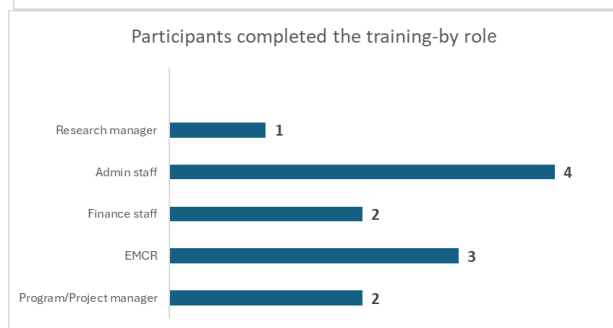
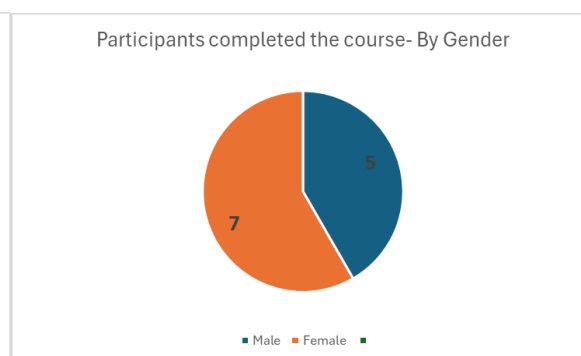
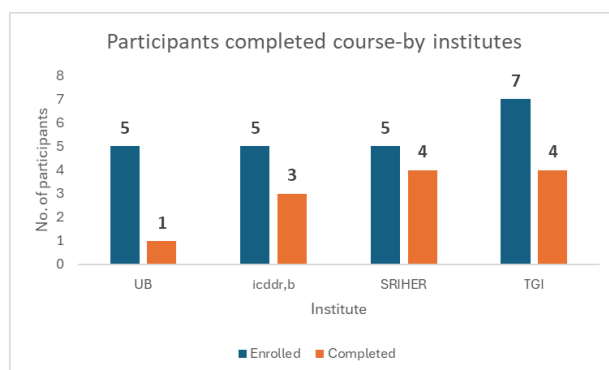
1. An expression of interest was sought for the course from all partner institutes for enrollment. The total number of enrolled participants in the course was **22**



2. Attendance of live interactive sessions(n=22)



3. 12 participants (54.5%) successfully completed the attending the live sessions along with completing the end of course assignment and were eligible for course certificate.



Pre-course Survey

A pre-course survey was conducted with the enrolled participants via Moodle which consisted of three open-ended questions

1. What does Leadership mean to you?

- Leadership is seen as the ability to guide, inspire, and empower others toward a shared vision while fostering trust, collaboration, and accountability
- It involves setting clear goals, effectively delegating tasks, and recognising individual strengths to help people reach their full potential.
- Empathy, integrity, responsibility, and ethical decision-making as core qualities, along with creating an environment where teams feel supported, motivated, and equipped to succeed

- Leaders enables collective growth, navigates complexity, and serves as a driving force that aligns people around a common purpose.

2. What does inclusive and ethical leadership look like in your context? Please share an example (positive or negative) that has shaped your thinking.

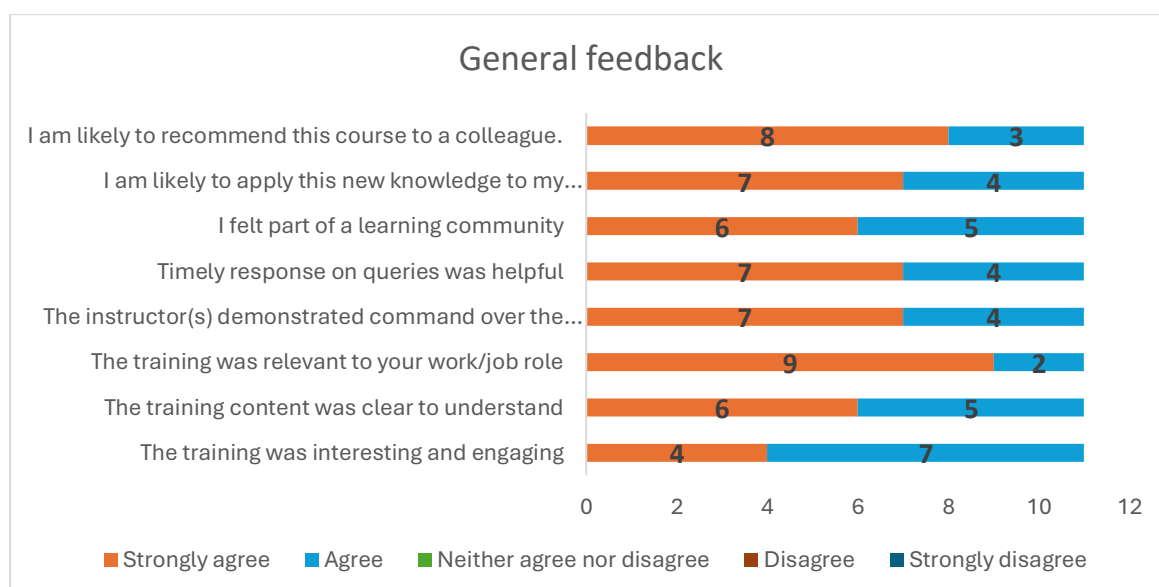
- Creating an environment where every voice—regardless of role, background, geography, or experience—is genuinely heard, respected, and reflected in decision-making.
- Involves fairness, transparency, integrity, and accountability, while actively addressing power imbalances and ensuring equitable opportunities for growth.
- Examples highlighted leaders who sought input from junior team members, community representatives, or diverse partners, resulting in stronger decisions and greater trust. Others shared negative experiences—such as exclusion from publications, bias, or lack of recognition—that shaped their understanding of why ethical conduct and inclusion matter

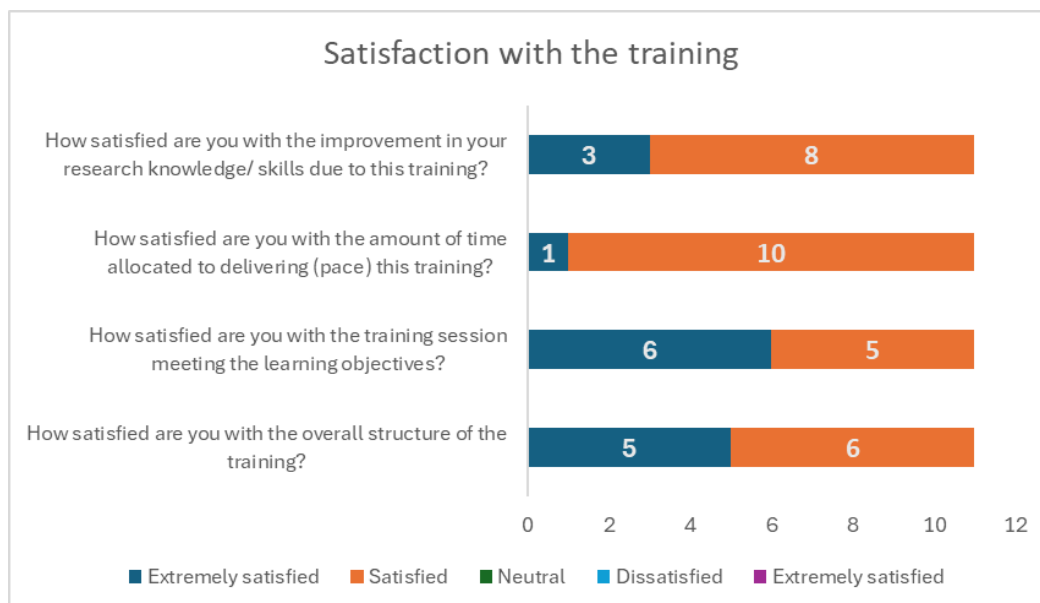
3. What tools or skills would you find useful for leading your team more effectively?

- Communication, ranging from assertive yet empathetic communication to active listening, conflict resolution, and cross-cultural dialogue.
- Strengthening soft skills such as negotiation, emotional intelligence, facilitation, patience, problem-solving skills, and the ability to motivate and empower others.
- Practical tools-Project management software, time- and task-management systems, visual dashboards, work-planning tools, and performance-monitoring platforms
- Fair work distribution
- Decision making framework

Participant Feedback

Feedback was collected anonymously from participants using feedback form via the Moodle platform. **91.6%** participants (11/12) who completed the course provided the feedback.





Qualitative feedback

Valuable part about the training

- Course material & content along with interactive sessions
- Diversity of participants and peer learning
- Getting new knowledge on leadership management
- Learning on how to effectively motivate and support others
- Discussion around psychological safety and difference between leaders and managers
- Practical insights with real-world examples

Application of new knowledge and skills gained

- Being more intentional in how they lead and communicate with teams
- Learnings can be adapted to build one's skill and prepare for future responsibilities
- Daily work to improve efficiency and outcomes and integrating it into team projects
- Setting SMART objective, continuous learning and feedback session.
- Sharing key learnings with colleagues to strengthen team capacity

Suggestions for improvement

- More case studies would have been interesting.
- Course can be supplemented with a session on negotiation
- In-person sessions will provide opportunity for more interaction
- More time dedicated to discussing challenges in navigating leadership roles for young leaders or those who are just starting
- More number of sessions, with decreased time duration

No technical issues were faced during the sessions