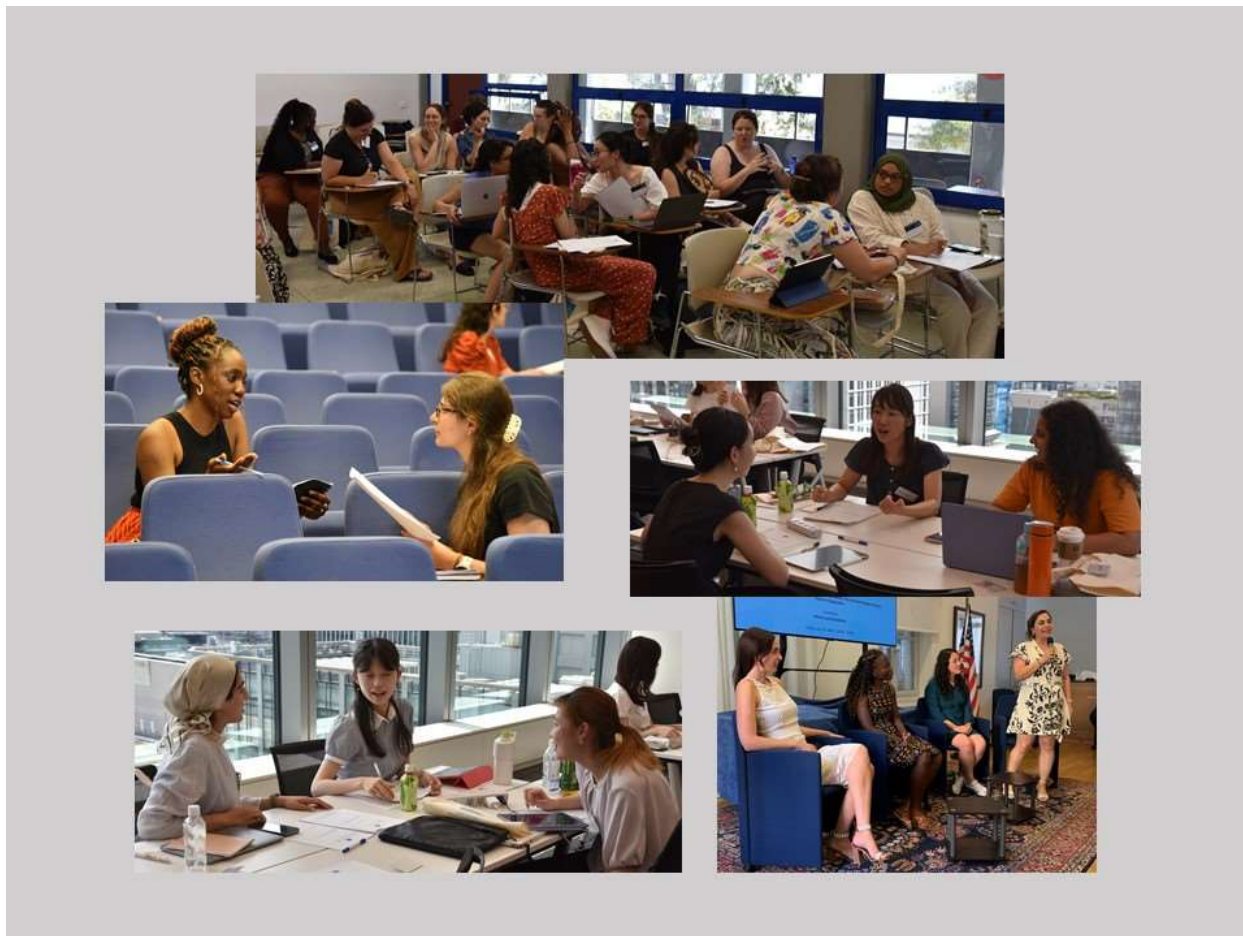




## Empowering women in STEMM to lead a better world



**Do you want more STEMM women on your team?**

**Do you want the STEMM women on your team to reach their full potential and be more effective?**

**Do you want to increase collaboration and decrease conflict on your team?**

**Sponsor the leadership training of your students, postdocs or employees at Epistimi, Inc.**

**"The program increased my self-confidence to be proactive and take leadership roles, and particularly developed my communication skills."**

Course offerings can be found on our website: <https://www.epistimi.org/course-offerings>



## Empowering women in STEMM to lead a better world

**Epistimi** Inc. is a 501(C)(3) nonprofit organization (Tax ID: 85-4340453), founded in 2021, dedicated to advancing, increasing, and encouraging the leadership and presence of women in the professions of Science, Technology, Engineering, Mathematics and Medicine (STEMM) around the globe.

### Why Epistimi?

Because the world needs more STEMM leaders to meet current global challenges. While many women's leadership programs exist, **none are specifically designed by female scientists for female scientists**. **Epistimi** works to close the science and engineering leadership gender gap and ensure organizations and society benefits fully from its potential female STEMM leaders. **Epistimi** (Greek for science) is bringing the successful MIT LEAPS leadership program to early career STEMM professionals and graduate students outside of MIT.

### Does Epistimi work?

MIT thinks so! The LEAPS program is so successful that in 4 years it has already entered the course catalog and trains postdoc facilitators who are bringing the training around the world. Course numbers have been created in the following MIT School of Science Departments: 5.962 (Chemistry), 8.397 (Physics), 9.981 (Brain & Cognitive Sciences), 12.397 (Earth, Atmospheric, and Planetary Sciences), 18.897 (Mathematics). See <https://physics.mit.edu/academic-programs/subjects/mitleaps/>

### How does it work?

Epistimi's Leadership Program will take place virtually, in person or in a hybrid mode over 12 workshops (Part 1 – Leading Yourself, Part 2 – Leading Others). Sponsored participants are asked to contribute a registration fee to insure commitment. During this time, early career STEMM professionals will be challenged by their intellectual peers to think beyond the science to how best to communicate, collaborate, influence, strategize, make policy, and overall impact society through their work in academia, government and industry.

### How is an Epistimi Leadership Program organized?

The training will include three aspects: leading oneself, leading others, and a leadership project. Each early career participant will come to the institute with a leadership project in mind to focus their learning and to apply their new skills. They also sign a confidentiality agreement to ensure a safe space for discussion.

### Epistimi Leadership:

Dr. Angeliki Diane Rigos founded Epistimi in 2021 to expand the leadership training of women in STEMM globally. She co-founded the Leadership Program for the Boston Chapter of the Association for Women in Science (AWIS) in 2019 and the MIT LEAPS Program in 2020. Dr. Rigos is the Associate Director for Graduate Programs at the MIT Energy Initiative. She has a BA in chemistry from Cornell University, a Ph.D. in physical chemistry from MIT and an MBA from Northeastern University.

### How can you help?

Epistimi is looking for corporate sponsors who share its mission of creating female STEMM leaders. Sponsorship covers the tuition for a participant whether virtual or in-person. Work with us to help train young scientists or access a diverse, STEMM workforce.

Epistimi is signed up for Electronic Funds Transfer (EFT) from Fidelity Charitable. Corporate sponsors can choose to have their logo on Epistimi's website as a partner.

### Please contact:

Dr. Angeliki Diane Rigos

[www.linkedin.com/in/angelikiartemisrigos](https://www.linkedin.com/in/angelikiartemisrigos)

+1-978-886-2981

[epistimi.org@gmail.com](mailto:epistimi.org@gmail.com)

[www.epistimi.org](http://www.epistimi.org)





## Testimonials

**"The classes and assignments made me think and actually put in action a lot of facts I had previously vaguely known about, but never bothered to think about more deeply. The course helped me to clarify the view on myself, my strengths and weaknesses, my goals, and ways to get there. I am very glad I participated; this course made me grow a lot personally, and I am excited to use the learned techniques in future leadership positions!"**

**"Better than just short workshops! I very much liked that this course went in depth."**

**"The program had a session in which we had to write a proposal about our career. It made me reflect about what I really wanted to do and what was needed for the business as well. I wrote my proposal for the class and then, as the proposal was to increase collaboration, I submitted it to my leadership and the leadership in a different business unit. The teams said it was "brilliant" and I created my new role! This wouldn't have happened without the Leadership Program."**

**"The program helped me in framing and identifying some key leadership skills that I already had; this new vocabulary has been key for communicating my skills and wins assertively during promotion cycles (I have been promoted twice since the start of the Leadership Program). It also helped me figure out leadership aspects that I am not comfortable with yet and need to work on."**

**"I actually found all the classes very useful and did not want to rank them. This course made me reflect that introspection is the first part of becoming a good leader but in general a good person first. Everyone should follow a course like this. It should be mandatory, especially the part on personality and biases; people who are not aware about those facts misjudge colleagues continuously even if they are not leaders."**





## **Program Overview - Part 1 Leading Yourself**

### **1. Intro to Leadership and Self-Awareness**

Begin your leadership journey by creating your definition of leadership, evaluating leadership styles and identifying the personal qualities of the leaders you most admire.

Develop your self-awareness, a foundational leadership competency, critical to leading yourself and others. Use tools such as introspection/meditation, the Reflected Best-Self Exercise and the dissection of crises and crucible moments.

### **2. The Role of Personality and Personal History**

Grow your awareness of others and analyze your most formative relationships.

Explore the Myers-Briggs Type personality test and how your personality drives your work and your WHY.

Contrast the Hero and the Heroine's journey as similar but different stages of Jungian personality evolution and locate yourself in the cycle.

### **3. Communication Basics – Sending and Receiving, Consciously and Unconsciously**

Compare the strengths and weaknesses of communication styles in your workplace and categorize your communications with different personality types.

Learn to listen not just to what is expressed in words but also to non-verbal messages.

Establish a clear communication strategy and practice adjusting your message to the audience and to the culture.

### **4. Leadership, Ethics and Values**

Explore your moral compass through personal values and organizational values statements.

Distinguish the many shades of grey from the simple black and white of a polarized issue.

Distinguish the "right" thing to do in an ethical dilemma and then express the steps required to give voice to your values.

Gain the courage to be an ethical leader by taking small steps to act on your values.

### **5. Inclusive Leadership and our Biases**

Understand bias as a necessary human survival tool that needs to be deconstructed to approach "objectivity" in our decisions and actions and begin the journey of identifying your personal biases.

Develop cultural intelligence and curiosity for your colleagues.

Survey the effects of code-switching, microaggressions, microaffirmations, bystanders and upstanders in work environments.

Analyze your strengths and weaknesses as an inclusive leader and identify how you will address the weaknesses.

### **6. Vision, Decision Making and Leadership Styles**

Compare leadership styles and identify your natural style but also learn to adjust your behavior depending on the situation.

Strengthen your internal power so that you project confidence, especially in a crisis.

Express your personal vision and implement feedback on how to improve it.

Take a step back, look at the big picture and design strategies to carry out your vision.

Examine decision making stages, identify your priorities and obstacles and practice making decisions with incomplete information.





## **Program Overview - Part 2 Leading Others**

### **7. Complexity of teams – Part 1**

Examine types of teams and organizational structures.

Explore how teams develop over time and the characteristics of “when the sum is greater than the parts”.

Illustrate the leader’s role on a team: to adjust and monitor team progress, recognize dysfunction, and master tips for early intervention.

### **8. Complexity of Teams – Part 2**

Master how to build and maintain trust and resonate with your team.

Build the right team for each job – create the team charter, assign positions and responsibilities and use work plans.

Adjust practices for virtual and/or multicultural teams.

Define the role of the leader as ambassador of their team in the organizational structure.

### **9. The Spectrum of Conflict**

Recognize and resolve conflict by perceiving conflict as an indicator for needed change and improvement.

Identify your preferential conflict mode and practice de-escalation of conflict.

Apply methods to emotionally disengage from others, build empathy and overcome blocks to dialogue.

### **10. Influence, Power and Your Path**

Master the different influencing styles in order to champion and implement change.

Map the power landscape and empower yourself by navigating organizational politics and building power.

Plan your leadership journey – Where are you now? What is your destination? What are your strengths? Your weaknesses? Which path should you take through this labyrinth?

### **11. Negotiation – Dos and Don’ts**

Discover the art of negotiation, assess your negotiation style and identify the most effective methods to get your way while also making the other party feel like they got their way.

Identify your Best Alternative To a Negotiated Agreement (BATNA).

Develop the art of re-framing as a tool to help colleagues overcome their resistance to change, including key stakeholders in the strategic planning of change.

Practice a salary negotiation agreement.

### **12. Coaching and Mentoring**

Differentiate between coaches, mentors and sponsors.

Contrast the different mentoring models and the most effective mentor behaviors in STEMM.

Evaluate yourself as a mentor.

Practice listening, questioning and reflecting as a coach.

Assess when to provide guidance and support and when to give others space to grow.