

ECIU

LEADERSHIP DEVELOPMENT PROGRAMME 2025-2026

SINCE 2003, THE EUROPEAN CONSORTIUM OF INNOVATIVE UNIVERSITIES (ECIU) IS
RUNNING THE ECIU LEADERSHIP DEVELOPMENT PROGRAMME FOR A GROUP OF SELECTED
YOUNG AND FUTURE LEADERS FROM THE ECIU MEMBER UNIVERSITIES



UNIVERSITY OF TWENTE.





LEADERSHIP DEVELOPMENT PROGRAMME 2025-2026

UNIVERSITY
OF TWENTE.

li.u LINKÖPING
UNIVERSITY

ktu Kaunas
University of
Technology

Tampere
University

U University
of Stavanger

GRUPE
INSA

UAB
Universitat Autònoma
de Barcelona

**UNIVERSITÀ
DI TRENTO**

TUHH
Hamburg University of Technology

universidade de aveiro
theoria poiesis praxis

Lodz University of Technology

DCU
Official Chacator
Dante-Rino-Gatti
Dublin City University

Associate
Member

**Tecnológico
de Monterrey**



European universities are facing major challenges in a dynamic world of higher education and research. Leadership now and in the future at all levels within universities play a pivotal role. For this reason, ECIU has offered a Leadership Development Programme for its employees for nearly two decades. This programme is unique in the world and is characterised by diversity in several respects. Participants are staff members from different levels within the ECIU member universities and with holding an academic or professional position.

THE LDP COMPONENTS HAVE DIFFERENT FOCUSES:

- attention to (further) developing personal leadership styles,
- latest developments in (European) higher education policy,
- vision and strategy development, organisational cultures and leadership styles within universities,
- further acquaintance with two ECIU universities including site visits to innovative projects
- introduction to challenge-based learning by carrying out a project independently in groups during the programme.

The ECIU University Vision 2030 demonstrates a holistic view on how higher education, research, and innovation, together with the surroundings at both regional and the European level join their forces to create sustainable, societal impact in innovative ways. During the ECIU Leadership Development Programme, participants will work on challenges for the three host universities related to the offering of these new flexible and personalized educational pathways, and on institutional challenges related to the creation of a European university and ecosystem for the benefit of society.

GOALS

The ECIU Leadership Development Programme aims to contribute to innovation and change in leadership in participating ECIU universities by providing a unique learning experience for a group of selected leaders and potential leaders.

The programme offers you the opportunity:

- To reflect on the particular characteristics and challenges of leadership and strategic management in a university context.
- To deepen your knowledge of important policy developments and trends in European and global higher education.
- To grow as a (potential) leader in an ever-changing environment and to develop personal leadership qualities and skills.
- To work in a multi-national project team of participants with diverse challenge and expertise focusing on the future of the ECIU University.
- To learn by sharing and comparing experiences across ECIU universities and their higher education systems.

FOR WHOM

The ECIU Leadership Development Programme is targeted at young and future leaders as well as staff members with leadership experience (both academics and professional support staff). Participants should have a maximum of 5 years of working experience in a senior role.



HARRY DE BOER



BAREND VAN DER MEULEN

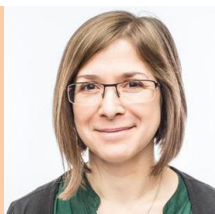
PROGRAMME TEAM

The core programme team is Harry de Boer (programme leader) and Barend van der Meulen from the Center for Higher Education Policy Studies (CHEPS) at the University of Twente, supported by several CHEPS colleagues and experienced university leadership development consultants from Takacs & Verheijden.

TESTIMONIALS OF FORMER PARTICIPANTS

ANN-CHARLOTTE BIVAL

Deputy head of department of Behavioural Sciences and Learning, Linköping University



Participating in the ECIU Leadership Development Program has been transformative. Through tailored exercises and engaging discussions, I have grown significantly as a leader. The program's unique focus on university structures has equipped me with a profound understanding of the academic landscape. Learning in a multinational group has broadened my perspective and deepened my knowledge. This diverse environment has fostered a collaborative spirit, allowing us to learn from each other's experiences and viewpoints. Beyond professional growth, we had a lot of fun and formed lasting bonds. The ECIU program has provided me with a network of like-minded individuals committed to excellence in higher education.

MARISA HAMMER

Deputy Managing Coordinator
Centre for Teaching and Learning
(ZLL), Hamburg University of
Technology



What makes the Leadership Development Program so special for me is the way it combines personal leadership development, strategic thinking, and the Challenge element. The seamless integration of these aspects led to several “aha” moments throughout the program. Even when the Challenge topic was far removed from my own field of work, it provided a valuable opportunity to connect with other team members on a different level and to apply the concepts from the other two parts of the program to a real-world example. This allowed each participant to focus on their own priorities and take away something meaningful—regardless of their level of leadership experience. The personal exchange with people from a wide range of institutions and professional backgrounds was incredibly enriching, and I’m confident that the connections formed during this program will last for a long time.

TADAS PRASAUSKAS

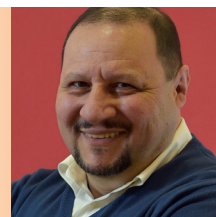
Vice-Dean for Research, Faculty
of Chemical Technology, Kaunas
University of Technology



The ECIU Leadership Development Programme provided an excellent opportunity to network with fellow academics and higher education experts from across Europe. The programme greatly improved my understanding of higher education ecosystems, enhanced my leadership skills through targeted simulations and deepened my insights into university change management. The practical experience of presenting strategic projects to senior management was particularly valuable. The guidance of proficient mentors throughout the programme contributed greatly to my professional development. I strongly recommend the ECIU Leadership Development Programme to academic managers interested in strengthening institutional collaboration and promoting sustainable innovation.

GIUSEPPE CAPUTO

Head of the Division for the
Valorisation and Impact of
Research, University of Trento



The ECIU Leadership Development Programme 2024-2025 provided me a valuable framework for understanding the landscape of higher education in Europe, building leadership skills, and fostering collaboration through the challenge-based project. Each seminar contributed a different perspective—Twente’s emphasis on personal leadership, Lyon’s focus on values and cultural leadership, and Brussels’ systems and policy view.

The challenge-based project served as a useful integrative element, though its link to the broader themes of the seminars could be strengthened, particularly with more structured time for peer feedback and reflection.

Overall, the programme is well worth recommending to colleagues, especially those early in their leadership journey.

Last but not least, one of the most rewarding aspects of the programme was the genuine sense of empathy and friendship that developed among participants—many of whom had never met before—fostered by the open, supportive atmosphere that made collaboration and connection feel natural from the start.



ENROLMENT AND CANCELLATION POLICY

Before you register for the ECIU Leadership Development Programme, you have to be nominated by your home institution (please contact your institutional coordinator: <https://www.eciu.eu/about-eciu#local-coordinators>). Each ECIU member university can nominate two participants (preferably one from academia and one from support services). The registration is completed by submitting the registration form. Please indicate in the form your learning needs. You will receive an automatic email confirming your registration. An intake seminar with the programme leaders will follow 30 September 2025, 12.00 - 13.30 (Online).

All personal information which you provide to the Professional Learning and Development Department of the University of Twente in the context of registration, is confidential and will be treated accordingly. Registration for the LDP applies to the entire programme consisting of three seminars. Participants commit to attending all three seminars in person.

CANCELLATION POLICY

Participants can cancel their participation towards the Institutional Coordinator within fourteen (14) calendar days after the registration deadline on 30 June 2025.

Cancellations which take place after this deadline will be fully charged, if the host university is unable to find a substitute. If a participant terminates their LDP attendance prematurely before the first seminar starts, universities must send a substitute.

ECIU reserves the right to call off the Leadership Development Programme on account of insufficient attendance. In that case, registered participants will be informed in August. A participant cannot be replaced by a substitute after the first seminar has started.

COSTS AND ADMISSION PROCEDURE

The programme fee is €3000, plus travel and hotel costs. ECIU university staff interested in participating in the 2025-2026 ECIU Leadership Programme should contact the ECIU Institutional Coordinator at their university (<https://www.eciu.eu/about-eciu#local-coordinators>).

ABOUT ECIU

The European Consortium of Innovative Universities (ECIU), founded in 1997, is the leading international consortium of research-intensive universities with a collective emphasis on innovation, creativity and societal impact, driving the development of a knowledge-based economy. It is a small, influential and active network of 13 member institutions across Europe and one member in Mexico.

A common characteristic of all ECIU institutions is that they are key players in their regional innovation systems. Most are based in regions where major industries have declined, and the universities have consequently made a significant contribution to the regeneration of their regions.



Innovation is central to the shared ethos of the member institutions: in pedagogic and curriculum development; in knowledge and technology exchange; and in economic regeneration and links with business, industry and the public sectors.

ECIU believes that stepping out of traditional silos through the combination of education, research and innovation is necessary to shape a resilient and more sustainable future and to increase the international competitiveness. ECIU University is one of the first 17 European initiatives selected in June 2019 by the European Commission for the pilot call "European Universities". Through its challenge-based approach in Education, Research and Innovation, the ECIU University creates a European ecosystem where learners, teachers, and researchers, society and industry cooperate to find innovative solutions to real-life challenges.

PROFESSIONAL LEARNING & DEVELOPMENT

This programme is administered by the Department of Professional Learning & Development that is part of the Faculty of Behavioural, Management and Social Sciences at the University of Twente. The Department offers a wide range of postgraduate and in-company education and training opportunities for managers, professionals, advisors and advisory boards in the public and private sectors.

MORE INFORMATION

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MORE INFORMATION

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