
Dynamic Leadership & Team Excellence for Life Science Startups

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Training camp description

Dynamic Leadership & Team Excellence will help you understand and develop your leadership and communication skills so you can lead clearly and confidently. You learn how to create a strong, healthy team with clear roles and responsibilities, and how to build a supportive structure. Throughout, the workshop connects sustainable leadership and culture to building a long-term, resilient business.

Key takeaways from the workshop

Leadership starts now – Your daily decisions, reactions and conversations already shape the culture, and you learn when to use different leadership styles in a startup context.

Self-leadership is the foundation – You increase your awareness of strengths and blind spots and build simple routines for reflection, feedback and managing your own energy.

Communication, feedback, recognition and conflict are everyday tools – You practice clear, specific and empathetic communication, develop healthy feedback and recognition culture, and learn to handle conflicts early and constructively.

Team, culture and support are strategic assets – You learn to structure roles and competencies, clarify how you work together as a team, understand how behaviors and informal leaders shape culture, and use mentors and advisors as a deliberate support system.

Best practices

Design your team intentionally – Start from your strategy, define the roles and competencies you really need, and decide what to develop internally, hire or borrow, with clear responsibilities written down and reviewed regularly.

Hire and onboard with purpose – Recruit for attitude, curiosity and ability to handle change, be open about startup realities, and onboard deliberately with clear context, first goals and frequent early check-ins.

Shape culture and team dynamics early – Define the culture and behaviours you want (and don't want), use simple rituals like wins, retrospectives and visible recognition, and act consistently as the culture you want to grow.

Lead with a coaching mindset – Ask open questions and use a structure like *GROW* so team members think for themselves, clarify goals and next steps, and take more ownership instead of relying on instructions.

Build a supportive and sustainable structure – Monitor workload and stress, talk openly about boundaries and recovery, and create a competent support network of mentors, coaches, boards and peer founders to keep both you and the business sustainable.