

LIDERA PROGRAM

WOMEN'S LEADERSHIP

Amplify your voice, strengthen your influence, and elevate your leadership in the dental sector.

25 h

Total duration

15 h

In-person

10 h

Online + tutoring sessions

THE PROGRAM

Despite women representing the majority of professionals in many areas of the dental sector, this is not always reflected in leadership, decision-making, and positions of visibility. LIDERA is designed to empower professionals to lead teams and organizations, take on influential roles, and become role models for other women in the sector.

WHAT WILL YOU ACHIEVE?

- Strengthen your leadership identity and lead with authenticity, confidence, and alignment with your values.
- Develop the skills to influence, negotiate, inspire others, and participate in key decisions.
- Build professional networks and communicate your experience and expertise effectively.
- Progress towards new opportunities for responsibility, representation, and professional growth within the dental sector.

FORMAT AND METHODOLOGY

15 h in-person: 3 sessions of 5 hours each (two in Barcelona and one at Avinent).

2 h synchronous: 2 individual tutoring sessions of 1 hour each with The Clinical Talent Institute team.

8 h asynchronous: individual self-paced learning through online training materials.

Programme accredited by the Chair of Values-Based Leadership at UManresa UVic-UCC.

LEARNING PATHWAY

01 Self-Awareness and Leadership

Vanessa Lozano · 5 h in-person

Why?

Leadership begins with recognizing your own strengths and understanding the impact of how you think, behave, and act. Leadership identity is also shaped by personal experiences, values, expectations, and beliefs. Reflecting on self-imposed pressure, the difficulty of acknowledging achievements, or the need to feel fully prepared helps build authentic and self-aware leadership.

What for?

Deepen self-awareness and understand how personal preferences influence leadership, communication, decision-making, and relationships. Identify strengths, areas for development, and limiting patterns to begin shaping a leadership identity aligned with personal values and aspirations.

Content

Personal Awareness and Self-Knowledge: Insights Model

- Perception. Why what feels right to us may not be right for others.
- Insights colour energies and understanding personal preferences.
- The individual Insights Discovery profile, explored through the personal report.
- The eight Insights types and the interaction between different styles.

Getting to Know Yourself

- Interpretations and statements, internal dialogue, and judgments.
- Limiting and empowering beliefs and their impact on leadership.

Before the session: each participant will complete an online self-assessment questionnaire lasting approximately 20 minutes.

LEARNING PATHWAY

02 Influence and Negotiation

5 hours in-person · Dr. Rosa Moreno · UVic-UCC

Why?

Leadership goes beyond formal positions: it involves understanding the environment, building alliances, advocating for your perspectives, and mobilizing others. Opportunities and professional advancement often depend on informal networks and dynamics. Furthermore, the complex challenges faced by dental clinics require making decisions with incomplete information and diverse perspectives.

What for?

Expand your ability to influence individuals, teams, and decision-making processes beyond formal authority. Develop the skills to advocate for your perspectives, negotiate, build alliances, and engage in meaningful discussions, while creating your own strategy for professional relationships and career development.

Content

From Authority to Influence

- Formal power, credibility, and the ability to influence.
- Influence based on expertise, trust, and consistency.
- Leading by example as a leadership tool.

Understanding the Environment and Addressing Complex Challenges

- Identifying stakeholders, interests, and influence dynamics.
- Understanding situations involving diverse interests and perspectives.
- Making decisions in uncertain situations.

Negotiation

- Negotiating to build sustainable agreements rather than compete.
- Preparing objectives, alternatives, and boundaries.
- Requesting resources, responsibilities, and opportunities; responding to refusals and objections.

LEARNING PATHWAY

03 Communication and Impact

5 hours in-person · Ms. Aurora Masip · Journalist and Communication Expert

Why?

Knowledge only generates influence when it is shared and reaches others. Many female professionals in the dental sector have extensive experience and clinical expertise, yet their contributions are not always visible at conferences, in publications, or in professional leadership forums. Developing a distinctive voice helps overcome insecurities without having to imitate others' communication styles.

What for?

Build confidence in communicating ideas, projects, and expertise to diverse audiences. Develop an authentic communication style, adapt messages to different audiences, and prepare to take on greater visibility within the clinic, the organization, and the dental sector.

Content

Finding Your Own Voice

- Identifying what you have to say and why it matters: knowledge, experience, and purpose.
- Distinguishing between visibility, self-promotion, and meaningful contribution.
- Developing your own voice with credibility, authenticity, and consistency.

Crafting Messages That Leave a Lasting Impression

- Moving from a general topic to a clear key message and defining what you want the audience to think, feel, or do.
- Narrative structure: opening, development, and conclusion.
- Simplifying without oversimplifying; using examples, data, case studies, and stories.
- Connecting clinical expertise with its impact on people's lives.

Presence and Public Speaking

- Developing vocal delivery, eye contact, body language, and use of space.
- Projecting confidence and authenticity; managing nerves and self-imposed pressure.
- Speaking clearly and responding to questions, objections, and unexpected situations.

LEARNING PATHWAY

04 From Expert Professional to Recognized Leader

10 hours in total · Online Learning and Tutoring Sessions

Why?

Leadership identity becomes stronger when learning is translated into real decisions, relationships, and actions. Following the in-person sessions, each participant will need to apply what they have learned to a challenge relevant to their professional reality: leading a project, participating in a professional event, publishing knowledge, or launching an initiative.

What for?

Integrate the learning outcomes into a personal plan for leadership, influence, and visibility. Define an area of contribution and a realistic first action, build the necessary professional relationships, and move towards greater involvement in decision-making, professional representation, and knowledge-sharing opportunities.

Content

My Leadership Identity

- Identifying non-negotiable values and the contribution I want to make.
- Defining the type of leader I want to be and how I want others to experience my leadership.

From Expert Professional to Recognized Leader

- Defining a personal area of contribution and building a consistent professional narrative.
- Identifying opportunities for professional visibility and demonstrating expertise and meaningful contributions.

My Influence and Visibility Challenge

- Selecting a real challenge related to my professional career.
- Developing an actionable plan tailored to each participant's professional context.

Format: 8 h of asynchronous self-paced online learning + 2 h of synchronous individual tutoring (two 1-hour sessions).