



The ENLP journey

ENLP is a dynamic network of food and nutrition professionals that makes a difference through improving non-scientific, transferable skills such as leadership, communication and influencing.

In the early 1990's, a group of academics in Wageningen University had a view to create a leadership programme for - back then mainly - PhD students in nutrition sciences in Europe, to provide training in specific skills which were needed to secure their first post-doc position after obtaining a PhD degree. Consultations were held with colleagues at other universities and in relevant industry, and in 1994, a new leadership programme, named the ENLP was started in Luxembourg – the first of its kind! With no university (at that time), Luxembourg was chosen as the venue to be a neutral location for every participant.

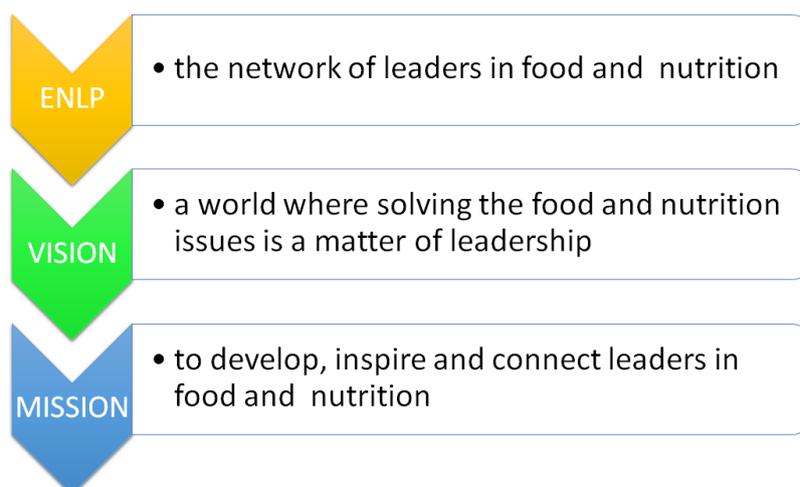
This first initiative – now known as the ENLP Essentials Seminar – was designed to help recently graduated food, nutrition and dietetic professionals build their skills in this area and start to build relationships with fellow professionals across Europe.

In 2010, 16 years later, the ENLP Advanced Seminar was born. Driven by a strong wish from some of the then 450 ENLP alumni for a follow-up of the Essentials Seminar, a 3-day leadership training programme was designed to provide skills in the specific areas of most relevance to mid-career food, nutrition and dietetic professionals.

Today, besides two annual training programmes, ENLP also consists of the ENLP Network that organises sessions in conferences, events and Local Circles. Former participants keep the network engaged through active working groups related to Networking and Visibility.

Since the ENLP began, other Nutrition Leadership Platforms (NLPs) have been established in Africa, South-East Asia and Latin-America. We all share a common understanding of leadership which is the "ability to lead from where you stand". The core concepts for all NLP programmes include team building, leadership training, effective communication, and teamwork. NLP's objective is to empower nutrition professionals to achieve their goals and to inspire individuals to lead others to attaining their goals. Since we started almost 850 nutrition and health professionals have been trained with in-depth life-changing leadership skills.

The ENLP vision & mission (updated in 2019)





A Recap on 2019 – continuing the evolution

In the midst of challenging financial circumstances, in 2018 the ENLP Board took the opportunity to reassess the operating model of ENLP, implementing an entirely new approach to seminar funding, sponsor retention and engagement, as well as stepping up expectations of board members. Beyond securing a sustainable financial situation, specific objectives were to produce the first ENLP annual report and set up an ENLP legal entity (foundation). These efforts were fruitful. By bringing new sponsors on board, increasing revenue from seminar participation and implementing more stringent financial controls the sustainability of ENLP has been strengthened. 2019 has very much been focused on continuing this evolution, bringing to life a refreshed vision, mission and strategy.

A significant milestone on the ENLP journey was brought to life with the establishment of a legal entity in the form of an ENLP Foundation, based in the Netherlands. Whilst this new entity will replace the administrative role played historically by Wageningen University, we of course continue to have strong links, most notably through Prof. Renger Witkamp in his role as Board member and Treasurer. ENLP would like to thank Wageningen University and everyone who has played a role since its inception in the early 1990's to where we are today, a rich and dynamic network.

On the sponsorship side, a new (fifth) 'Gold' level sponsor was brought on board, Bayer. With more than 150 years experience of science based research to advance health and nutrition we are delighted to have Bayer join the family and support the development of food and nutrition leaders. In addition, we are also delighted to have a commitment from Yakult to become an ENLP 'Friend' in 2020.

The Essentials and Advanced leadership seminars continue to be the number one focus for ENLP. Our ambition is to enable a diverse and inclusive seminar attendance which is representative of the European population. Whilst we are incredibly proud of our Alumni, we recognise a high proportion of seminar participants tend to live and work in the United Kingdom and The Netherlands (see graph). Moving forward, specific efforts will be made to ensure a more balanced representation through targeted recruitment from under-represented countries and a new bursary scheme, both of which will be rolled out in the run up to the 2020 seminars.

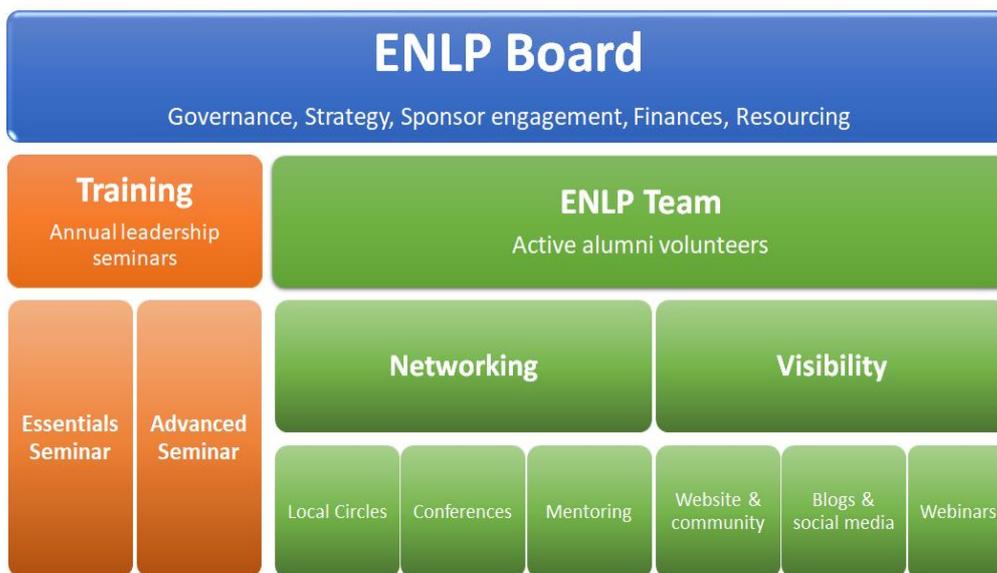
We said goodbye to Cornelia van Bree-Evers who has provided secretariat support for many years. Our heartfelt thanks go to Cornelia for all her hard work and dedication. Moving forward, taking into account our new obligations as a Foundation, new secretariat support has been recruited in the form of two part time resources. Recruitment was also initiated for seminar Directors, ensuring strong succession planning for these critical voluntary roles.

ENLP remains incredibly grateful to our sponsors, [Danone](#), [DSM](#), [Sabri Ulker Foundation](#), [PepsiCo](#), [Nestlé](#) and [Bayer](#). The activities outlined in this report would not be possible without their continued support, trust and commitment.



ENLP Governance

The ENLP Board governs the ENLP, which besides the annual leadership seminars involves a range of activities throughout the year. These activities are led by an actively engaged group of alumni volunteers and can be roughly divided in activities that contribute to ‘Networking’ and those that contribute to the overall ‘Visibility’ of the ENLP. Progress reports on these activities can be found in the below section ‘ENLP Working Groups’.



The Board is the ultimate decision-making body, which meets four times per year; two face-to-face meetings of which the Board meeting in Luxembourg is one, and two teleconferences.

Key responsibilities of the Board include securing financial sustainability, strategy development, ensuring a high-quality standard and constant evolution of the leadership seminars, and sponsor maintenance and recruitment. The Board members are also champions and ambassadors of the ENLP, actively seeking and accepting opportunities to present the ENLP to relevant audiences. In 2019 there were no changes to the Board members.

	President - Alison Gallagher
	Coordinator - Vanessa Goodenough
	Treasurer - Renger Witkamp
	Representative Training - Milka Sokolovic
	Representative Visibility - Majella O'Keeffe
	Representative Network – Raymond Gemen
	Sponsor Representative – Nicolas Gausserès
	Secretariat (Board) – Kirsty Pourshahidi



ENLP Seminars

Essentials 7-day programme early-career researchers	Advanced 3-day programme for senior professionals
<ul style="list-style-type: none"> • Outdoor training • Team working • Communication and presentation skills <ul style="list-style-type: none"> • In-depth self-analysis • End of seminar case study (Application of the lessons learnt) <p style="color: #1a3d4d; font-weight: bold;">Focuses on leadership, not capacity building in nutrition science</p>	<ul style="list-style-type: none"> • Introduction to INSIGHTS personality tool <ul style="list-style-type: none"> • 360 review process • Leadership & emotional intelligence <ul style="list-style-type: none"> • Strategic influencing • Handling difficult conversations • Strategies to achieve win-win negotiations <p style="color: #1a3d4d; font-weight: bold;">Focuses on non-scientific and soft-skill challenges such as leadership, interpersonal and strategic influence</p>

Selection process

All ENLP applications are received via online application forms, the administration of which in 2019 was handled by the seminar Directors/Co-Directors and the Secretariat (Seminars), Cornelia van Bree-Evers. All applications are reviewed by independent international selection committees and are scored against the individual programme requirements.

Successful applicants must meet the minimum requirements to ensure only excellent candidates are brought onto the programme. In addition, for the Essentials, the selection committee also considers a balance of participants in terms of nationalities and country of origin.

The number of applications for the [2019 Essentials Seminar](#) was higher than in 2018 (+10), and the majority were scored as high/moderate by the four members of the selection committee. After selecting the 32 candidates based on the collective decision, the co-Directors identified two reserve candidates. Only 20% were deemed unsuitable for the seminar and were rejected, while 10% were encouraged to apply again next year.

For the [2019 Advanced Seminar](#), work of the selection committee was made easy by the fact that out of 30 candidates, 20 submitted high-quality applications fulfilling all the selection criteria. They were offered places directly, while two additional candidates were kept on a reserve list and later encouraged to apply for the 2020 program.

Since creating the fully online application process in August 2015, efficiencies in the selection process have been noted and these processes are reviewed every year by the seminar co-directors, who also provide feedback to all applicants not selected.

2019 seminars

The 25th ENLP Essentials and 8th ENLP Advanced Seminars were attended by 52 early-career leaders in food and nutrition, representing 23 nationalities, working in 13 different countries across Europe.



Essentials Wed 10 – Thurs 18 March 2019		Advanced Wed 10 – Sun 14 March 2019	
<p>49 applicants (for 32 places) +10 applicants than last year 5 years average: applicants = 59 (for 31 places)</p>		<p>30 applicants (for 20 places) +9 applicants than last year 5 years average: applicants = 23 (for 17 places)</p>	
<p>32 attendees Academic, 20 Industry (Gold sponsor), 8 Other, 4</p>		<p>20 attendees Academic, 8 Industry (Gold sponsor), 8 Other, 4</p>	
<p>Average age, 31 years (range 27-35 years)</p>		<p>Average age, 43 years (range 33-59 years)</p>	
<p>Working in 10 countries</p> <ul style="list-style-type: none"> Denmark, 2 Finland, 1 France, 2 Germany, 2 Ireland, 5 Italy, 1 Norway, 1 Switzerland, 2 The Netherlands, 10 UK, 6 	<p>19 nationalities</p> <ul style="list-style-type: none"> American, 1 Australian, 1 Belgian, 1 British, 3 Canadian, 1 Croatian, 1 Danish, 2 Dutch, 7 Finnish, 1 French, 4 German, 1 Indonesian, 1 Irish, 3 Italian, 1 Mexican, 1 Norwegian, 1 Russian, 1 Spanish, 1 Swiss, 1* 	<p>Working in 8 countries</p> <ul style="list-style-type: none"> Denmark, 1 Germany, 1 Senegal, 1 Serbia, 1 Sweden, 1 Switzerland, 4 The Netherlands, 5 UK, 6 	<p>14 nationalities</p> <ul style="list-style-type: none"> American, 1 Belgian, 1 British, 5 Chinese, 1* Danish, 1 Dutch, 5 French, 1* German, 1 Irish, 1 Serbian, 1 Spanish, 1* Swedish, 1 Swiss, 2 Venezuelan, 1 <p><i>*dual nationality</i></p>
<p>Organisations represented: Danone Global / Research / Nutricia Research Eat Well Global Erasmus University Medical Center Food Safety Authority of Ireland (FSAI) Global Alliance for Improved Nutrition (GAIN) Helmholtz Zentrum München Institute of Technology (IT) Sligo King's College London National University of Ireland Nestlé Research Center NOURI GmbH Oslo University Hospital pladis Global (subsidiary of Yildiz Holdings) Pure Fiber Ltd. St Mary's University Twickenham Teagasc, Agriculture & Food Development Authority Trinity College Dublin United Nations World Food Programme University of Copenhagen University of Eastern Finland University of Reading University of Oxford Wageningen University & Research</p>		<p>Organisations represented: Chalmers University of Technology, Sweden CRO Accelsiors, Budapest, Hungary Danone Nutricia Research DSM Medical Nutrition and Pharma DSM Nutritional Products Eat Well Global International Food Policy Research Institute (IFPRI) Mars Wrigley Confections Nestlé Institute of Nutritional Science, Nestlé Research PepsiCo Royal Devon & Exeter Hospital NHS Foundation Trust Ulster University University of Bristol University of Copenhagen University of Leeds University of Novi Sad University of Zurich Wageningen University & Research</p>	



2019 Seminar Evaluations	
<p>Essential Seminar rated 9.1 out of 10</p> <p>Key words to describe the seminar: Reflective Revealing Challenging Warm, safe Valuable Connecting</p> <p>Quotes from participants:</p> <ul style="list-style-type: none"> • This week was such a valuable experience! • I really enjoyed the course and found it very useful. I would definitely recommend to others. I think it will really make a difference in both my personal and professional life. I also want to thank all the faculty for their help & support. • It was such a unique and amazing experience • This was my first experience where I felt belonging to the group (and not an outsider) I got self-confidence to continue like this. I am so happy that there are ENLP networks so that we can stay connected! 	<p>Advanced Seminar rated 4.6 out of 5</p> <p>Key words to describe the seminar: Challenging Inspiring Empowering Fun Intense Powerful</p> <p>Quotes from participants:</p> <ul style="list-style-type: none"> • personal, emotional, intense and inspiring • a safe space to think, listen and share • standing out in the sea of leadership trainings • exchanging across sectors, nations and personality types, while still focusing on nutrition • well thought through, amazing facilitators • great tools to bring back home

Essentials 2019



“Thank you for the most inspiring week I have to date I look forward to look back on this experience for the years to come”



“Tailored and professional on the one, and atmospheric and emotional on the other hand, this course stands out in a sea of leadership trainings.”



Advanced 2019

Interactions

As every year, interaction between ENLP Essentials and Advanced participants was ensured through joint activities including the Sunrise Tower Building, Networking dinner, regular interactions during lunches and in the bar, but also through joint attendance of after dinner speeches.



In 2019, the ENLP was delighted to welcome Dr Joao Breda, Head WHO European Office for Prevention and Control of Noncommunicable Diseases, and Prof. Fahri Saatçioğlu, Professor at the Dept. of Biosciences, University of Oslo and Visiting Scientist at Harvard School of Public Health, who shared their leadership journey with the participants and the Faculty.



ENLP working groups

The ENLP leadership journey starts, but in no way finishes, with seminar participation. We have an active network that throughout the year is running different activities, which can be divided in those that are building, strengthening, and training the alumni **network**, while the other activities revolve around increasing the **visibility**, through dissemination and engagement of the online community.



ENLP Team



Coordinator - Vanessa Goodenough

The ENLP alumni leadership Team is coordinated by Vanessa Goodenough. In 2019 the ENLP team consisted of 29 active volunteers supporting the 6 above mentioned working groups across the ENLP priorities of **Visibility** and **Networking**. The coordinator's key responsibility is to regularly check in with the leads of the Visibility and Network activities and to play an active role between the Board and the Working groups, through regular email updates and teleconferences with all working group leads.

Working group updates

In 2019 there were several changes implemented:

- The *Fundraising* team was dissolved and the responsibility of securing financial sustainability has been taken up by the Board. It became clear that for (recent) alumni it was challenging to attract new sponsors as from experience it is clear that attracting new sponsors is an extensive process of relationship building, which often comes through the networks of the more senior board members.
- The *Global Nutrition Leadership Platform (GNLP) team* was dissolved as an active working group. The informal relationship with the other global NLPs is still kept, while the *Conference* team was established to focus more on having an annual presence at a European conference.

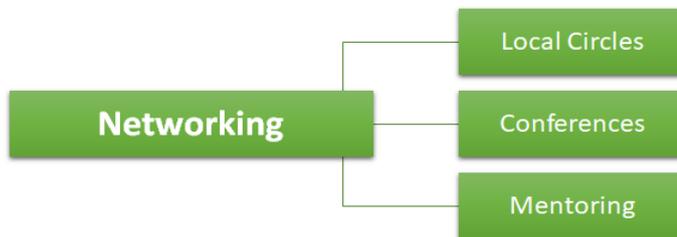


- Two new pilot activities were introduced after the 2019 leadership seminars in Luxembourg:
 - The *Webinars* group to facilitate the ENLP having a more active voice and providing a platform for scientific discussions
 - The *Mentoring* group to establish concrete links between alumni inspiring them to continue their leadership journey



Networking – Raymond Gemen

The Networking activities are coordinated by Raymond Gemen and consist of the following teams:



In the context of this role, together with the commitment of the Board articulated in 2018 to more actively target dietitians, ENLP was for the second year in a row represented at the 2019 annual conference of the European Federation of Associations of Dietitians (EFAD).



The ENLP was pitched three times during the conference; a longer session that also covered an introduction to Emotional Intelligence as part of the pre-conference student’s day, during the conference in the education session titled “*Media communication - the influential power of the dietitian*”, and a third time by EFAD’s Secretary General - Judith Liddell (ENLP Advanced 2012) - during the plenary closing session.

The ENLP Board is extremely thankful to Bayer crop Science for kindly providing for a prominently placed ENLP booth.

As a result of the ENLP presence at EFAD 2019, 3 out of 27 applicants for the Advanced Seminar 2020 explicitly indicated in their applications they applied because they got inspired at the EFAD conference; two applicants passed the review, one was considered too junior.



Local circles – Stacey Lockyer

Local Circles – The objective of the ENLP Local Circles is on the one hand to keep the network alive by continuous leadership development, and on the other hand to increase visibility and attract future applicants to the Seminars. The Local Circles are organised by a group of active alumni in the respective countries and combine leadership training with networking. An additional aim is to provide opportunities to showcase ENLP to potential funders. Events are publicised via ENLP social media accounts and are further highlighted through ENLP blogs.

Four active Local Circles (LCs) exist across Spain, the Netherlands, the UK and most recently in Greece, operating primarily under a self-funding model, whereby attendees pay for or generate funds to support maintenance of the alumni network.

Spanish Local Circle

- The Spanish LC team created a 40 hour online course for the Academy of Nutrition and Dietetics (which includes links to the ENLP seminars) on the topic of leadership in order to generate income for their activities. While the number of participants in 2019 was low (8 people) the Academy will offer the course again in 2020.
- A practical session was held at the Spanish Congress for Young Nutrition Researchers on 22nd Feb 2020 to promote the ENLP seminars including activities related to the concept of leadership and personality types. Thirty people attended.

Greek Local Circle

- The first Greek LC event took place at the 15th Hellenic Conference in Nutrition and Dietetics on 13th December in the form of a workshop entitled ‘Leadership skills for Dietitians’ which was on leadership styles and personality types. Seven people attended . A discussion took place around the best format for future Greek LC activities and potentially applying for grants in order to deliver leadership training for dietitians in Greece.



Netherlands Local Circle

- A debating workshop was held on 27th September joint with the Dutch Academy on Nutrition Sciences. Twenty four people attended.

UK Local Circle

- An event took place in London at the end of August on leadership styles and approaches. Twelve people attended.
- A meet up took place at the Nutrition Society Winter Meeting in London in December.



Conferences – Erin Boyd Kappelhof

ENLP Alumni and Friends Showcase Global Leadership at the 2019 FENS Conference

Happening only every four years, the European Nutrition Conference held by the Federation of European Nutrition Societies, can sometimes feel like an unofficial reunion for many ENLP Alumni. The most recent FENS Conference, held in Dublin from 15-18 October 2019, was no exception. Two successful ENLP activities -- a scientific session and a networking event -- brought together alumni from near and far to learn from and empower one another. And of course, for some socializing, as well.

Sponsored Session: Leadership in global food strategies to curb multiple burdens of malnutrition

Malnutrition can be seen in many forms throughout Europe and beyond. From hidden micronutrient deficiencies in increasingly overweight populations to highly prevalent stunting rates, malnutrition can result in an increased risk of diet-related noncommunicable diseases (NCDs) across geographies and economical levels. This is a global challenge and it is known these multiple burdens share drivers and determinants, and therefore offers a unique opportunity for integrated nutrition action, where nutrition leadership is vital.

To discuss the challenges and opportunities of different approaches to tackle the double burden of malnutrition, we invited two experts in the field, Dr Namukolo Covic from the International Food Research Policy Institute and Dr Carol Levin from the University of Washington. With Prof. Jose Pealvo of the Institute of Tropical Medicine Antwerp as session moderator, the speakers presented case studies of systems approaches worldwide and explained the importance of double-duty actions, including interventions, programmes and policies that have the potential to simultaneously reduce the risk of both undernutrition and overweight and obesity.

Leadership skills were brought into play with a storytelling approach to the session, in order to bring the data to life in a more compelling way. Around 50 people attended the session, which included a lively discussion.



In addition to the session, ENLP alumni and friends gathered for drinks and conversation at the Harbourmaster Bar & Restaurant in Dublin on Wednesday evening. With so many alumni in Dublin for the FENS conference, the event was very well-attended and the conversation flowed so freely that we have no photo evidence that it ever took place. But for those of you who were there, I'm sure you agree that a good time was had by all!



Mentoring – Joanna Kaniewska

Mentoring

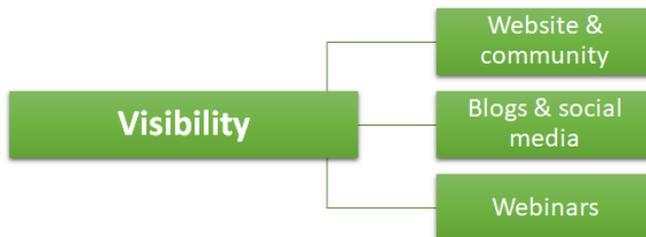
The ENLP mentoring programme has been established in 2019 with the mission to extend the ENLP experience beyond the training in Luxembourg. By engaging with the programme Alumni from both Essentials and Advanced seminars, can continue to leverage the support of the ENLP community of food and nutrition professionals so that they might continue their journey towards becoming effective leaders. Within the programme, we strive to match mentors and mentees to facilitate sharing knowledge, skills and experience to assist others to progress in their professional and personal development.

We are currently running the pilot programme which was opened to participants from the 2019 seminars. The goal is to open the programme to all ENLP alumni.



Visibility – Majella O'Keeffe

The Visibility activities are coordinated by Majella O'Keeffe and consist of the following teams:



Website & community – Triantafyllos Pliakas

Website - The website (www.enlp.eu.com) continues to be the front face of the ENLP, providing updates on the annual seminars and enabling applications to be made directly online. In the past year the social media live feed from Twitter has been integrated to the website and a 54.4% increase in new unique users (#6583 total, from 4264 in 2018) was achieved across the year.

Owing to the general data protection regulation (GDPR) requirements significant changes were made to how the website operates, which also had implications on how data are managed and stored. The process to make the ENLP website GDPR compliant included the development of legal documents (privacy and cookies, which can be accessed from <https://enlp.eu.com/about/privacy>), adding a checkbox for the Privacy Terms and a popup bar with the link to Privacy and OK button.

The ENLP website was also moved to a new server and as a result of this process the listserv became non functional and was not operational for several weeks due to new security restrictions. We explored



three options to set up a new Listserv service. We selected Mailman 2 with EMWD (emwd.com) to set up the new listserv. The listserv email address has been changed to listserv@list.enlp.eu.com.



Blogs & social media – Magdalena Stepien

Blogs & Social Media - The Social Media team has been implementing a digital communication strategy to increase ENLP visibility, with a focus on a newly launched blog platform (<https://www.enlp.eu.com/blog>). The blog posts are promoted via social media. The team is also collaborating more closely with the ENLP Local Circles to ensure that past local events are also featured in ENLP's social media posts.



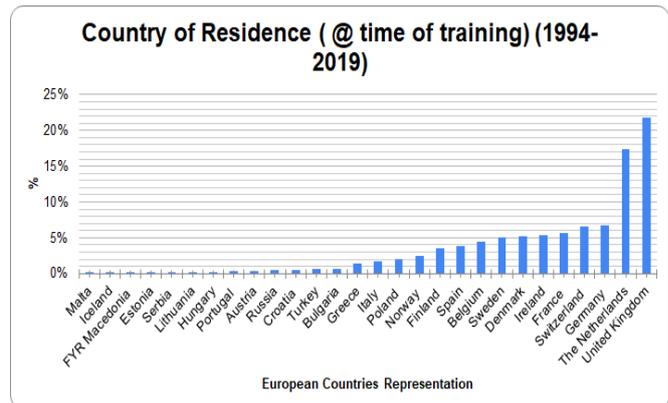
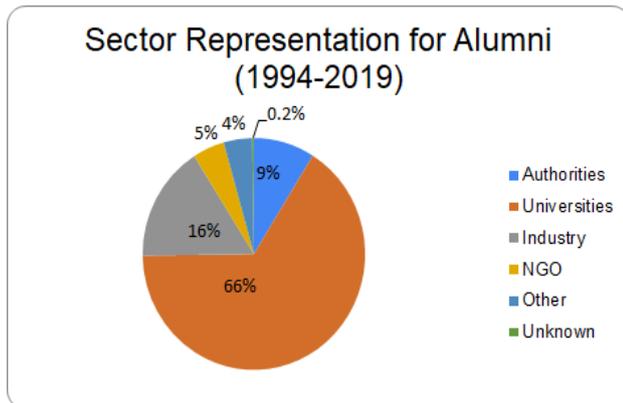
Webinars – Jelena Cvejić

Webinars - A new initiative was started to offer webinars for ENLP Alumni and friends in an effort to provide development opportunities outside of the seminars and promote ENLP to a wider audience. The group is wrapping up its research on webinar platforms, topics, speakers and timings before launching the first webinar, which will likely feature Mikla Sokolovic as the primary speaker. The webinar will focus on soft skills in the 'nutritional environment', more precisely on the overall critical evaluation of research and how to communicate between academia, industry and the general public. Duration, including Q&A will be 45 minutes, tentative title 'Breaking down barriers.'



ENLP impact

Those who attended the ENLP know that it is a unique and life-changing experience; the only one in its kind, training, inspiring and connecting (future) leaders in food and nutrition. Since 1994 there have been 25 ENLP Essentials and 9 Advanced Seminars; and the network in 2019 counts 844 alumni, who are spread around Europe and beyond. These alumni come from the following sectors and countries:



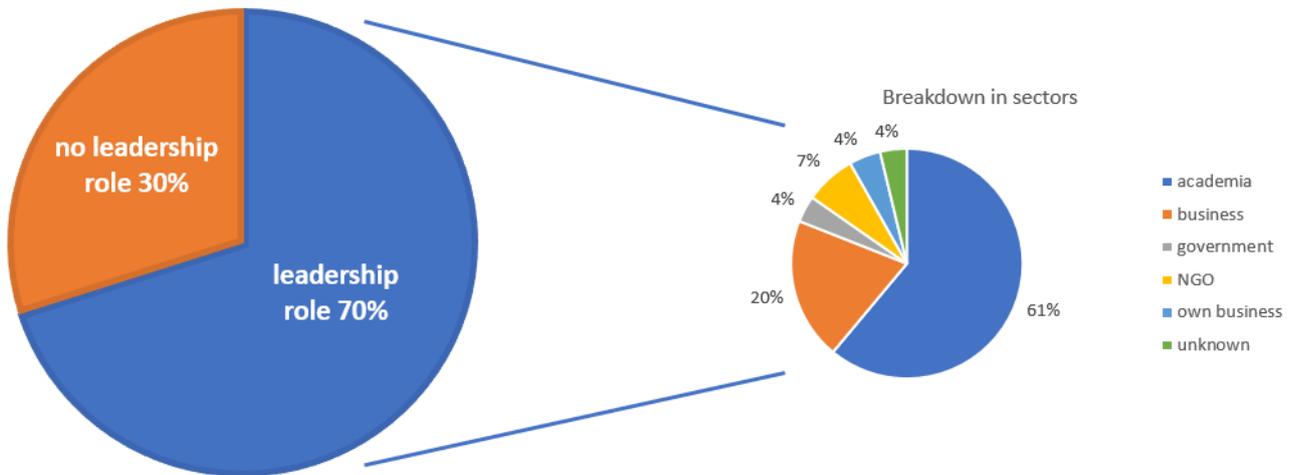
Although the ENLP has had participation from across Europe, there are many countries with low numbers and there are a few with significantly higher numbers, particularly the UK and the Netherlands.

In December 2018 the ENLP set the ambition to “enable a diverse and inclusive attendance which is representative of the European population” and included that priority in the 2019-2025 strategy. Following that ambition, and recognising that particularly the Eastern European countries with lower salaries are underrepresented, a pilot bursary scheme has been introduced in 2019 (for the 2020 Seminar participants, including a *full* and *travel bursary* for which the separate applications are reviewed by a dedicated *Bursary Committee*.

The impact of the ENLP, i.e. to what extent both the leadership Seminars and the active network contribute to one’s personal and professional development, acceleration of careers, and fruitful/tangible collaborations and/or developments, is assessed by a number of indicators, including the proportion of ENLP alumni in leadership positions and more qualitative personal testimonies of alumni and sponsors.

Leadership roles

ENLP generated data in 2018 shows that out of the alumni who participated in the ENLP Seminars 10+ years ago (n=421) 70% are in a leadership position, of which 81% acquired that position after (on average 4.8 years) attending the ENLP Seminar.



Most of those leaders (61%) work in academia, followed by the food industry (20%) and NGO (7%). Causality may be difficult to measure, but even in case of no causal relation between attending/being part of ENLP and obtaining a leadership role, it is clear that that the ENLP successfully connects these food and nutrition leaders from different sectors. Moreover, in a survey conducted in February 2020, Advanced alumni graded the course as excellent (9.1 out of 10 - see the above ENLP Seminars section for more detail).

The network

The network is mainly active through the listserv mailing list (listserv@list.enlp.eu.com) on which vacancies, (scientific) events, requests for expertise/collaboration, and announcements of ENLP get-togethers at conferences are being shared, with a frequency of ~4-6 times/month.



Testimonials from ENLP alumni and sponsors

The main, life-changing impact that the ENLP has in terms of personal and professional development, career acceleration, and network expansion, can not be captured in numbers, but is of a more qualitative nature. Every year, the ENLP reaches out to a few alumni - from both recent and earlier years - and sponsors to ask them how the ENLP has impacted their lives

ENLP Alumni



Eileen Gibney (Essentials 2000)

Assoc. Prof. at Institute of Food and Health, University College Dublin

"Attending ENLP in 2000, just as I had finished my PhD, gave me confidence and focus when I needed it. ENLP helped me to reflect and find the right career path for me. That was 20 years ago and I haven't looked back. Being part of ENLP, I joined a network of amazing nutritionists from all over Europe, whom I still keep in touch with, and reach out to for help - even 20 years on. The skills and contacts you make in ENLP will stay with you throughout your career, wherever it takes you."



Robert Steinert (Essentials 2015, Advanced 2019)

EMEA Principal Scientist, DSM Nutritional Products

"The 1-week Essentials as well as the Advanced training were a truly unique experience with learnings that have followed me through my career ever since. Particularly the Essentials, to me, was a bit like 'Big Brother' (the famous TV format), in a way that it was such an intense experience that truly changed the way I work and interact with others. The impact was significant both in the short term (knowing your own strength and weakness and based on this develop new leadership skills) as well as in the long run (career progression, research collaborations and strong professional network). I can recommend this program to any young/advanced nutrition scientist who is keen to get challenged and explore something remarkable."



Aurora Perez-Cornago (Essentials 2015)

Senior Nutritional Epidemiologist, University of Oxford

"I did the ENLP Essentials Programme 6 months after finishing my PhD, which was a key moment in my career. At that time I was working as a postdoc in Spain, but I really wanted to do a postdoc abroad in a world leading university. Participating in the ENLP gave me the strength I needed to fight for what I really wanted, and a month after finishing the course I got a position at the University of Oxford. Attending the course helped me to know myself better, to identify my strengths and the areas I needed to work on. This course also gave me the opportunity to meet European Leaders in Nutrition in a very open environment, in which you can be yourself, and it expanded my network and career opportunities. I feel that attending the ENLP inspired my leadership style, and I acquired essential leadership tools that I would have not acquired anywhere else. Nowadays, I continue involved in the ENLP as a volunteer because I really share the ENLP values."



Mikael Fogelholm (Essentials 1994)

Professor in Public Health Nutrition, University of Helsinki

"I am one of the pioneer ENLP members. We spent one week in spring 1994 in Luxemburg. So this was 26 year ago, hence, any memories from the course must be significant and strong.

If I would summarize the experience in two words, they are "communication" and "international collaboration". Communication as a topic was mostly oral – we knew nothing about Twitter, podcasts or internet blogs. When I came to ENLP, I had the idea that I was an excellent speaker. Well, the feedback I received from my short oral presentation (which lasted about three, instead of the given five minutes) was not too good. I believe I survived, and I believe that I learned something important, because now I really do think I am, if nothing more, at least a good speaker.

ENLP was my first real experience with colleagues from many different European countries. Maybe the most important lesson I learned was that regardless of home country, regardless of English accent and regardless of focus area in human nutrition, we nutritionists are wonderful people. We love our topic and we also love how human nutrition can be applied for common good. The experience encouraged me to reply positively, whenever I was invited to any international collaboration."



ENLP Sponsors



Taciana Luciano e Silva (Advanced 2017)

Nutrition Education Specialist, Nestlé Research

“Our Company has nutrition at its core and work alongside with many partners to enhance quality of life and contribute to a healthier future. This Company purpose cannot be fulfilled without solid nutrition competence and leadership. ENLP is an educational platform that brings together academia, industry and other entities with different points of view to help developing future leaders in nutrition and we are happy to be part of this program.”



Sue Gatenby

Senior Director, Global Health and Sciences: Policy, Sustainability & Engagement, PepsiCo

“Leadership in nutrition science is critically important, more than ever before, in the food industry. The skills and networks developed and advanced through ENLP enable nutrition scientists to become effective future leaders with the necessary knowledge, skills and network to inform and execute strategy as confident communicators and influencers.”



What's next?

At the time this Annual Report was being finalised the Board took the regrettable, but right, decision to cancel the 2020 Essentials and Advanced seminars owing to the Coronavirus pandemic. All those who were successful in obtaining a seminar place in 2020 will automatically be offered a place in 2021. Whilst this may not suit everyone the Board believes this is the most fair approach for all.

As some of the preparatory work for the Advanced Seminar was already conducted at the time of cancellation, the participants were offered a series of three online workshops (Annex 1).

Outside of the seminars, efforts to move forward the ENLP Strategy will continue. The new socially distanced world we live in is forcing a rethink of how we operate, most notably where initiatives relied heavily on face to face interaction, such as the local circles or engagement at conferences. That said, with every challenge comes opportunity. Moving forward, our aim is to focus on growing the ENLP 'Voice' through enhanced engagement of our Alumni network and over the coming months will be piloting new webinar and virtual mentoring initiatives.

ENLP Strategy 2019-2022: Progress Made to Date





Annex 1

As some of the preparatory work for the Advanced Seminar was already conducted at the time of cancellation of the 2020 Seminars, due to the COVID-19 pandemic, the participants were offered a series of three online workshops.

The trainers from Greenbank agreed to offer the participants online Insights and 360 training. The rest of the course will be offered in a somewhat shortened in vivo format in Luxembourg in 2021 (covid-permitting).

Using the Adobe Connect platform, Greenbank has held three separate Insights workshops, covering all 19 participants, and offering versatile learning tools including whiteboard, polls, breakout rooms and co-coaching.

Each of the participants were then offered 2 x 1h of individual coaching sessions helping them understand, appreciate and build a development plan based on strengths identified by their 360 feedbacks. Much more than the ENLP is able to offer in the regular Seminars, and for many-fold less money than the trainers would charge for individual coaching.

Greenbank has put together [a blog article to showcase this unique achievement](#), using tools that were never worked with before. The success is best illustrated by the quote below:

'Recognising my own personality and that of my colleagues is a game changer for me -it's like a secret revealed - pure gold!'

ENLP 2020 Participant