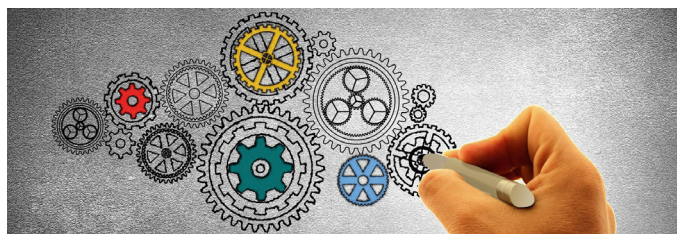


The CRC 1093 and CRC/TRR 247 invite you to

AUTUMN SCHOOL 2019

Leadership and Career



30.09.-02.10.2019

University of Duisburg-Essen
Campus Essen

PROGRAMME

30.09.2019, 11-12 am Venue: S07 S00 D07	PLENARY LECTURE: DR. GABY SCHILLING Leadership and Diversity – the Key to Excellence
30.09.2019, 1-5 pm	WORKSHOP A1 How to prepare for a leadership role
30.09.2019, 1-5 pm 01.10.2019, 9 am-5 pm	WORKSHOP AB1 Team work & leadership in academia
01.10.2019, 9 am-5 pm	WORKSHOP B1/B2 Project management for PhD and after
02.10.2019, 9 am-5 pm	WORKSHOP C1 What to do with a PhD
02.10.2019, 9 am-5 pm	WORKSHOP C2 I get the job
INDIVIDUAL COACHINGS	X1 - with Dr. Gaby Schilling (date on agreement) X2 - with Doris Brenner (date: 01.10.2019) X3 - with Dr. Simon Golin (date: 11.10.2019)

Places are limited. Early registration gets priority!

Please register at crc1093@uni-due.de or info@sfbtrr247.uni-due.de

REGISTRATION DEADLINE: 31.07.2019

WORKSHOP A1

How to prepare for a leadership role



TRAINER
Dr. Gaby Schilling

Date: 30.09.2019, 1- 5 pm
Venue: S06 S01 A16

Dr. Gaby Schilling earned her doctorate in chemistry and holds a B. Sc. in psychology. For more than 17 years she held various leading positions in an internationally operating DAX 30 company in Germany and the US and was heading teams of experts and managers in research, product development and product safety. She has thus gained profound first-hand experience in all phases of collaboration with employees – from recruitment over career development and promotion to change of career. Qualifications to business coach and team coach complement her practical experience. Since 2012 Gaby has been working as coach and consultant for natural scientists.

Workshop content

Whether Ph.D. students are looking for a postdoc position, a managerial role in academia or a position in the private industry it is likely that they will assume a leadership role or at least take over some leadership responsibility.

This workshop answers questions such as “What does management and what does leadership involve? What does it take to be a good leader? What are the basic concepts of leadership?” After a general introduction to leadership the participants will reflect personality aspects and set up a plan what else they can do during their Ph.D. to prepare for a leadership role.

Workshop objectives

- 1) Know basic concepts of leadership
- 2) Know what makes a good leader
- 3) Understand how own attitudes and personality influence leadership style
- 4) Understand what type of skills need to be acquired

Places are limited.

Please register at crc1093@uni-due.de or info@sfbtrr247.uni-due.de

REGISTRATION DEADLINE: 31.07.2019

WORKSHOP AB1

Team work & leadership in academia



TRAINER
Anna Royon-Weigelt

Dates: 30.09.2019, 1- 5 pm
01.10.2019, 9 am - 5 pm
Venue: S06 S01 A21

Anna Royon-Weigelt studied Law and Sociology before working in the field of project management in different sectors throughout Europe. As a freelance trainer, coach and consultant, she covers topics related to cross-cultural communication, leadership skills as well as career strategy and team development. A focus of her activities lies within the academic context.

Workshop content

When PhDs make the transition into the labour market they are often expected to take on leadership responsibilities. Not only careers outside the higher education sector but also such in academia involve leadership roles – e.g. in the supervision of students or junior colleagues or the ‘lateral guidance’ of colleagues. A better understanding of leadership mechanisms is also useful in situations where one is being led, for example as a PhD candidate by a supervisor. ‘Bottom up’ leadership techniques can contribute to the success of cooperation in this context.

With sound knowledge of leadership, team dynamics can be optimized and situations of conflict better managed. New recruits can therefore grow with their leadership role and constructively work with their colleagues.

The following topics will be covered:

- > Basics of team work & leadership: An overview of leadership tasks and styles
- > My leadership profile: Stocktaking of my key skills
- > Ambiguous hierarchies: What does leadership mean in academia?
- > Manager-employee discussions as a leadership tool: Setting common objectives
- > Role change: Staff member – colleague – boss
- > Team work & leadership competencies: My next steps

Places are limited.

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REGISTRATION DEADLINE: 31.07.2019

WORKSHOP B1

Useful project management tools for PhD and after



TRAINER

Dr. Kristina Böhlke

Date: 01.10.2019, 9 am- 5 pm

Venue: S06 S01 A16

Dr. Kristina Böhlke is organization consultant, trainer and coach. She earned a doctorate in Biology and worked for many years as a science manager and leader in the public sector. She gained insights from various perspectives: as a scientist and in science administration on national, federal and EU level as well as manager in change processes. She backed up her practical experience in further education courses in management and leadership techniques and with a qualification as communication trainer.

Workshop content

In this workshop we will analyse your current situation and involvement in projects and deduct what project management entails. You will be introduced to basic project management tools and learn to transfer them into your current setting. This workshop will not only provide you with tools that help you finish your dissertation in time, but it will also give you a headstart when applying for a project management positions.

Workshop objectives:

- 1) Know basic principles of project management
- 2) Know some project management tools (SMART goal setting, identification of stakeholders, milestones and work packages)
- 3) Understand what skills and techniques need to be acquired as a project manager

In preparation of this workshop the participants will get an Excel file to record their daily business. The goal is to develop awareness for the distribution of the participants' time between different tasks, for time traps and for typical interruptions.

The participants are also invited to bring projects they are currently working on as these will be used for exercises. They will then apply the newly acquired methods in their projects after the workshop.

At 2 fixed days about one month after the workshop the participants will discuss possible hurdles encountered and find solutions with the help of the trainer in individual coaching sessions.

Places are limited.

Please register at crc1093@uni-due.de or info@sfbtrr247.uni-due.de

REGISTRATION DEADLINE: 31.07.2019

WORKSHOP B2

Project management in academia



TRAINER
Prof. Dr. Annette Kolb

Depending on demand, this workshop may be offered in addition to B1

Professor Dr. Annette Kolb is a biologist with 20 years' experience in research and teaching. Until 2014 she was an associate professor at the Johann Wolfgang Goethe-Universität Frankfurt am Main. She has published more than 50 scientific articles and has extensive experience in project management and fundraising. In 2008 she was awarded the 1822 University Prize for Excellent Teaching. Currently she works as a science coach and trainer with a focus on academic career development.

Workshop content

New, time limited and complex – such are the tasks generally undertaken as projects. A work environment without project work is almost unimaginable nowadays. And this is not only true for the non-academic sector: Even the doctorate is a project!

Proven project management tools pave the way for the professional development and planning of projects, for competent guiding of their implementation and for their successful completion. With the help of these tools even difficult steps in the project journey can be safely navigated.

During the workshop the participants familiarise themselves with the most important project management methods and instruments. The following topics are at the core of the workshop:

- 1) Basics of project management: From design to completion of a project
- 2) It is all about direction: Setting objectives for my projects
- 3) How to handle the unforeseen: Strategies for dealing with difficulties
- 4) Projects in the higher education sector: What are the idiosyncrasies of academia?
- 5) Strengthen your strengths! How can I exploit the strengths of my project?
- 6) Stakeholder analysis: Where do I find support for my project?
- 7) Project management: My next steps

Places are limited.

Please register at crc1093@uni-due.de or info@sfbtrr247.uni-due.de

REGISTRATION DEADLINE: 31.07.2019

WORKSHOP C1

What to do with a PhD



TRAINER
Barbara Hoffbauer

Date: 02.10.2019, 9 am- 5 pm
Venue: S06 S01 A16

Barbara Hoffbauer is a fully qualified attorney who calls on many years of experience as personnel manager and human resources developer. She has worked in the field of counselling and training scientists in their professional orientation process since 2006. She possesses well-founded insights in the personal requirements and offers a wide range of methods in individual counselling and training.

Workshop content

In the midst of writing publications and finishing one's dissertation next to many other duties that need to be fulfilled, the big questions arise: What to do after my PhD? What are my options? What does the job market require? How can I fit career planning into my daily routine?

This workshop gives a short overview of careers in different areas of the public sector from the United Nations to local authorities as well as on careers in different departments in private companies and in NGOs.

We will examine what skills are in demand on the job market outside Academia and what skills/personalities are required by various roles. We will match individual profiles with real job advertisements and reflect the own suitability for different career paths. We will also see what steps need to be taken towards the own career goal.

Workshop objectives

- 1) Understand employers' expectations as to skills and qualification of candidates
- 2) Know how to prepare for a job outside academic research
- 3) Define further steps necessary to identify personal career goal(s)
- 4) Know how to use personal or professional networks to find a job

Places are limited.

Please register at crc1093@uni-due.de or info@sfbtrr247.uni-due.de

REGISTRATION DEADLINE: 31.07.2019

WORKSHOP C2

I get the job



TRAINER
Doris Brenner

Date: 02.10.2019, 9 am- 5 pm
Venue: S06 S01 A21

Doris Brenner is a consultant, trainer and coach with focus on personnel development and career counselling for more than 20 years. She has long-time experiences in human resources, especially in the recruitment processes, aptitude tests and assessment centres, leadership coaching and further training management. She wrote many publications about personnel recruitment, career planning, networking, assessment centres, and work techniques.

Workshop content

With the workshop you will be perfectly prepared for the upcoming application process. This process starts much earlier than just writing an application.

A first step will be to identify your strengths and qualifications that are relevant for an employer. Then we will work on a profound and authentic way to present yourself to target groups like Human Resource people with a totally different professional background than yours.

You learn to develop your individual application strategy and how to get in touch with relevant people in the industry. Finally you get an insight on how to negotiate in a job interview and to identify your market value.

This hands-on seminar will also give you a change of perspective by reflecting on how employers prefer to find potential candidates.

The better you know their approach and preferences the easier it will be to get the job.

If interested, you can buy the following related books to a reduced fare of 15 € each:

- > Punkten Sie mit Ihren Stärken
- > Networking im Job
- > Karrierestart nach dem Studium



If you want to buy a book, please send a message to one of the email addresses below.

Places are limited.

Please register at crc1093@uni-due.de or info@sfbtrr247.uni-due.de

REGISTRATION DEADLINE: 31.07.2019

INDIVIDUAL COACHING X1

with Dr. Gaby Schilling



TRAINER
Dr. Gaby Schilling

Date: on agreement
Venue: tba

Dr. Gaby Schilling earned her doctorate in chemistry and holds a B. Sc. in psychology. For more than 17 years she held various leading positions in an internationally operating DAX 30 company in Germany and the US and was heading teams of experts and managers in research, product development and product safety. She has thus gained profound first-hand experience in all phases of collaboration with employees – from recruitment over career development and promotion to change of career. Qualifications to business coach and team coach complement her practical experience. Since 2012 Gaby has been working as coach and consultant for natural scientists.

Coaching content

Each individual coaching (in German or English) will take 1,5 hours and can cover the following topics:

- > Self-assessment: Where am I, where do I want to go, and what additional skills do I need to develop?
(including competence assessment)
- > Application advice
(with review of application documents)
- > Leadership
(discussion of your specific issues)
- > Job hunt
(where to look, how to build a network, how to read job ads)

Places are limited.

Please register at crc1093@uni-due.de or info@sfbtrr247.uni-due.de

REGISTRATION DEADLINE: 31.07.2019

INDIVIDUAL COACHING X₂ with Doris Brenner



TRAINER
Doris Brenner

Date: 01.10.2019, afternoon
time on agreement
Venue: S06 S01 A26

Doris Brenner is a consultant, trainer and coach with focus on personnel development and career counselling for more than 20 years. She has long-time experiences in human resources, especially in the recruitment processes, aptitude tests and assessment centres, leadership coaching and further training management. She wrote many publications about personnel recruitment, career planning, networking, assessment centres, and work techniques.

Coaching content

Each individual coaching (in German or English) will take 50 minutes and can cover the following topics:

- > How do I develop an individual application strategy?
- > What are my entry-level options in industry?
- > Positive handling of one's own strengths and weaknesses in the application process
- > Dual Career Coaching - how can we manage both: career and private partnership?

In order to achieve the greatest benefit from the intensive coaching, please bring with you appropriate documentation for the appointment that will enable you to get started quickly in your own personal questions (CV, possible job profiles, ...).

Doris Brenner also offers individual coaching over the phone, if requested.

Places are limited.

Please register at crc1093@uni-due.de or info@sfbtrr247.uni-due.de

REGISTRATION DEADLINE: 31.07.2019

INDIVIDUAL COACHING X₃ with Dr. Simon Golin



TRAINER
Dr. Simon Golin

Date: 11.10.2019

Venue: tba

Dr. Simon Golin heads the consultancy company golin wissenschaftsmanagement. For more than 25 years now he has been involved with not-for-profit management – with a focus on science, education and the foundation sector. Amongst other things, he has been managing director of the “Deutscher Studienpreis” at the Körber foundation, secretary general of the German National Ethics Council and secretary general of the Academy of Sciences and Humanities in Hamburg. Regarding coaching, typical coachees include university presidents and rectors, research group leaders and early-career scientists. The focus is in particular on current individual professional challenges and on medium and long term career planning.

Coaching session

Getting started with a [junior] research group: Setting the compass

In the 60 min coaching (German or English) you will get the opportunity to discuss your personal objectives and convert these into an individual outline plan. You will identify the milestones as well as possible stumbling blocks and areas where further skills development is needed. Additionally, the framework requirements of a successful cooperation within a team can be discussed. The following topics are examples of what could be the focus of your coaching session:

- > Getting started with a [junior] research group: Developing constructive objectives
- > Goal attainment as a process: Setting priorities, defining milestones
- > Keeping the bigger picture in mind: Self assessment and evaluating objectives
- > My skills profile: Which additional qualifications would I like to upgrade?
- > Prevention policy: Which difficulties are to be expected – and how to master them?
- > The cooperation in a [junior] research group: Team leadership & development
- > Getting started with a [junior] research group: My next steps

Places are limited.

Please register at crc1093@uni-due.de or info@sfbtrr247.uni-due.de

REGISTRATION DEADLINE: 31.07.2019