



## WORKSHOP SESSION I

### 1.1. FEMALE CAREER PATHWAYS

#### **Prof. Dr. Eleonore Soei-Winkels**

University for applied sciences in Economy and Management – FOM Düsseldorf and [www.quereinstieg-wegbegleiter.de](http://www.quereinstieg-wegbegleiter.de)

Are you puzzling over the idea whether, and how to reconcile your child (children) and career prospectively? In this workshop, Prof. Dr. Soei-Winkels will sketch scientifically grounded and hands-on examples of important psychological and economical influencers: socialization (from childhood to current private and vocational background), supportive and interfering thought patterns, the power of emotions, and a variety of resources. Beyond that, she would be happy to discuss your individual concerns, insights or questions concerning this topic and to share her experiences.

**Lecturer:** *Prof. Dr. Eleonore Soei-Winkels is a psychologist, PhD in Neuroscience and Systemic Management Coach. For the benefit of her two children (4 months and 3 years old) she is currently in partial parental leave concerning her jobs as consultant (Accenture) and Professor for Industrial and Occupational Psychology at the FOM Hochschule für Oekonomie und Management. She was appointed as a professor being pregnant with her first child, returned to lecturing when her child was 2 months old and has been awarded as an excellent lecturer. She is active as a free-lance coach for career and didactic topics ([www.quereinstieg-wegbegleiter.de](http://www.quereinstieg-wegbegleiter.de)).*

### 1.2. INTRODUCTION INTO CAREER PLANNING

#### **PhD Sarah Blackford**

Career consultant, Lancaster UK

### 1.3. LEADERSHIP IN SCIENCE

#### **Dr. ès.sc.habil Alexander Schiller**

coach at Schiller & Mertens GbR

Scientists should always try to improve their communication skills, reflect their leadership behavior and know how to use feedback in order to deliver a successful performance.

AIM – To provide scientists with an opportunity to build their understanding, skills and confidence in leading colleagues, co-workers and peers. Giving excellent feedback is one of the most important leadership techniques. Take home messages are given as “Four Laws of Feedback”:

- Detoxify your language by using subjective I-statements
- Be fair, balanced and timely
- Adapt to the situation
- Be constructive and give examples always

METHOD – “We don’t learn from experience, we only learn from reflection on our experience.” A balanced program of interactive lectures, playful activities outside of the “comfort zone” and review sessions will provide a variety of first-hand learning situations allowing participants to identify relevant leadership principles (in collaboration with [www.thiagi.com](http://www.thiagi.com)).

**Lecturer:** *“As scientists we focus on the results, as trainers we focus on the process.” The company Schiller & Mertens GbR offers transferable skill trainings ideally suited to complement the research*



expertise of scientists. The rich experience of the facilitators Priv.-Doz. Dr. ès.sc. Alexander Schiller and Priv.-Doz. Dr. rer. nat. Daniel Mertens as researchers and habilitated group leaders enables them to focus on the real needs of scientists. Moreover, they use examples from everyday life in the laboratory and the clinic. From the courses given so far, graduate students, postdocs, junior group leaders, lecturers, professors, and directors feedback that they can directly apply in everyday life what they learned in the trainings. In addition, Schiller & Mertens offers personal performance coaching to improve the work-life balance especially for scientists ([www.scientistsneedmore.de](http://www.scientistsneedmore.de)).

## 1.4. ACQUIRING BUSINESS-RELATED COMPETENCIES

### **Barbara Hoffbauer**

CEO KEPOS GmbH

Working as a young scientist means treating one topic in such a detailed way that only very few other scientists are able to understand what your work is all about. This kind of in-depth work requires long-term planning as well as structuring and managing projects that span over 2 or more years.

This workshop will help its participants to realize what kind of competencies they acquire as scientists and which ones are also helpful for careers outside academia. Although competencies are described differently in and outside academia, employers expect nearly the same abilities and appreciate comparable experiences. This is why young scientists should be aware of their capabilities and should be able to describe their skillset. The workshop gives practical examples.

**Lecturer:** *Barbara Hoffbauer: In her trainings and coaching, Barbara Hoffbauer supports career orientation and change. One of her focuses is the development of career alternatives to an academic career path. She facilitates reflecting individual career possibilities in accordance with the respective personality.*

*Her knowledge about science-related career paths, she has written down in the book "Berufsziel Life Science. Ein Karriere-Wegweiser" (2011, Heidelberg: Spektrum Akademischer Verlag, Springer). Before her work as trainer and coach, she worked as head of human resources in different organizations. More about her activities, you can find on her webpage [www.kepos.de](http://www.kepos.de).*

## 1.5. TRANSLATION

### **Dr. Christina Tidona**

Managing Director, BioMed X GmbH Heidelberg

# WORKSHOP SESSION II

## 2.1. LECTURER POSITIONS IN GERMANY

### **Professor Dr. Marlene Haupt**

Faculty Social Work, Health & Nursing; Hochschule Ravensburg Weingarten

## 2.2. LEADERSHIP IN SCIENCE

### **Dr. ès.sc.habil Alexander Schiller**

coach at Schiller & Mertens GbR

(workshop description see 1.3.)



### 2.3. TRAINING FOR JOB APPLICANTS

#### **Dr. Ralf Petri**

Vice Scientific Coordinator at MPI-Age

General information on Job application and interviewing skills with examples and exercises.

Trainer input on job application skills including a practical job interview exercise with individual feedback

### 2.4. ENTREPRENEURSHIP

#### **Dr. Bernward Garthoff**

Manager of the Regional Cluster, BIO.NRW Dusseldorf

## WORKSHOP SESSION III

### 3.1. INTRODUCTION INTO CAREER PLANNING

#### **PhD Sarah Blackford**

Career consultant, Lancaster UK

### 3.2. APPLYING FOR PROFESSORSHIPS (at German Universities)

#### **Professor Dr. Martin Henssler**

Vice-Rector for Planning and Academic Staff University of Cologne

### 3.3. JOB OPPORTUNITIES ON THE NON-ACADEMIC MARKET

#### **Dr. Gaby Schilling** – Kepos

PhD students and Postdocs are educated for a career in academic research. They often have either little or no work experience outside academia and only few ideas which positions might be suitable for them in the private sector. Additionally, they underestimate the influence of personality for job fit as well as the opportunities of active job hunt.

In this workshop, they will get a broad overview of the opportunities for PhD scientists in the industrial and service sector. They will learn to develop an idea about the kind of personality that is most likely to be happy with/successful in an advertised job and reflect about their own traits. In addition, we will discuss what can be done to actively increase chances to get a desirable job by networking and how unsolicited applications will become successful.

**Lecturer:** *As a PhD chemist with a background of 17 years working in various leadership positions at a DAX-30 cooperation, Gaby Schilling has significant first-hand experience in hiring, developing and promoting scientists. Meanwhile self-employed as a coach and trainer, she uses her knowledge to facilitate the transition of PhD students and Postdocs into their next role following academic research.*

### 3.4. SCIENCE MANAGEMENT

#### **Dr. Brit Winnen**

Centre Manager, StemCARE Institute of the University of Queensland