

## PROGRAMME OF EVENTS WISE 2022/2023 FOR THE ACADEMIC STAFF

### Brief overview

**Tues. 25.10.2022**

12:00-14:00

**PhD... and what comes next?! Exploring academic career paths.**  
Online event for doctoral students and early postdocs

**Fri. 18.11.2022**

11:00-12:30

**Science management as a career option for academics?!**  
Online event for PhD students & early postdocs

**Mon. 21.11.2022**

17:00-19:00

**Role-Model-Monday**  
From a career in science to a career in Science Management:  
The path is made by walking.  
Role Model: Dr. Inga Brinkmann - Faculty Executive Director  
Online event for all academic staff

**Tues. 29.11.2022**

12:00-14:00

**"Black box professorship appointment" I: On the way to a professorship**  
Online information event for advanced doctoral students & postdocs

**Fri. 02.12.2022**

10:00-12:00

**"Black box professorship appointment" II: Behind the scenes of professorship appointment proceedings**  
Online information event for advanced doctoral students & postdocs

**Tues. 10.01.2023**

12:00-13:00

**Annual reviews as an instrument of appreciative leadership & support**  
Online event for Professors and academics with leadership responsibilities

**Tues. 17.01.2023**

12:00-13:00

**Sense and benefit of annual reviews for scientific employees**  
Online event for early career researchers

**Thu. 19.01.2023**

10:00-11:30

**Publish & Shine: Maximize visibility of own publications**

Online event for all academic staff

**Thu. 16.02.2023**

10:00-12:00

**Good scientific practice. Handling, challenges, conflicts.**

Classroom event for all academic staff

**Thu. 02. & Fri. 03.03.2023**

Both days from 9:00-17:00

**Understanding and dealing with conflicts in organizations**

Classroom event for early career researchers and junior professors

**Tue. 07.03.2023**

09:00-17:00

**Voice training for teaching & science**

Classroom event for all academic staff

**Mo. 13.03.2023**

09:00-15:00

**Rules of the game in academia**

Online event for all academic staff

**Thu. 16. & Fr. 17.03.2023**

Both days from 9:00-17:00

**Leading effectively in science - Self-conception, instruments, strategies**

Classroom event for first-time professors and junior professors

*Participation in the academic personnel development offers must be agreed with the superior. Offers in consultation with the supervisor can only be taken up if your area of responsibility requires it and the work processes allow it.*

## **PhD...and what comes next?! Exploring academic career paths**

**Target group:** PhD students

**Format:** Online event

**Language:** German

Many doctoral students do not begin to look more closely at their own career preferences and possible occupational fields until they have completed their doctorate. However, the competitive field of science requires early knowledge, reflection and sounding out of individual career goals and structurally possible career paths as well as one's own competences and resources, which facilitate or impede career opportunities in science. By providing concrete information, the event encourages participants to reflect on the opportunities and challenges of career development in the science system in order to be able to consciously shape the next steps on the path to science. Alternative career paths outside of the classic university science career will also be briefly discussed.

**Date:** Tue. 25.10.2022, 12-14h

**Room/Location:** Access data to the online room will be provided shortly before the start of the event.

**Speaker:** Dr. Nicole Justen, Dipl.-Päd., consultant for academic personnel development at Leuphana, systemic consultant, many years of experience in research and teaching as well as in supervising doctoral colloquia as a postdoc.

**Registration required. Please do this via the GradSkills online portal:**

<https://www.leuphana.de/graduate-school/promotion-postdoc/kompetenzentwicklung/schluesselformen/details/promotionund-was-dann-sondierung-wissenschaftlicher-karrierewege.html>

## **Science management as a career option for academics?!**

**Target group:** Early career researchers, doctoral students and postdocs of Leuphana

**Format:** Online event

**Language:** German

You will learn what distinguishes science management, what fields of work there are, which competencies the field requires and how the path from academia to science management can succeed. You will be encouraged to realistically assess whether the path to science management can be a possible career option for you.

**Content:** General information on science management, working conditions in science management, required qualifications, career paths in science management, qualification and further training opportunities

**Date:** Fri. 18.11.2022, 11-12:30h

**Room:** Access data to the online room will be provided shortly before the start of the event.

**Speaker:** Dr. Nicole Justen, Leuphana's academic personnel development officer, Dipl.-Päd., systemic consultant, many years of work in research and teaching as WiMi and Postdoc, now working in science management.

**Registration required.**

**Please do this via the online portal of the Internal Continuing Education:**

<https://www.leuphana.de/intranet/weiterbildung/details/wissenschaftsmanagement-als-karriereoption-fuer-wissenschaftlerinnen-2.html>

**Role-Model-Monday: From a career in science to a career in science management: The path is created while walking.**

**Target group:** Academic staff

**Format:** Online event

**Language:** German

Content: Advancement, career, success... especially in the university context, these terms are almost used as a matter of course when thinking about one's own professional development. There is one direction of travel, and that is professional success. But what do the terms mean apart from their theoretical definitions when people who have risen their career and who are credited with being successful, tell us about their career paths? How do these people perceive their professional development? Which detours, breaks, lines, ascents, successes and personal developments have they experienced? What visions, ideas, doubts and goals accompanied/accompany their path? What can we learn from their experiences in order not only to follow a theoretical idea of career and success, but the realisation of one's own personal goals. The Role-Model-Monday is an offer to discover professional development stories, to experience leaders and engage in conversation with them.

**Date:** Mon. 21.11.2022, 17-19h

**Role Model:** Dr. Inga Brinkmann - Managing Director of the Faculty of Education at Leuphana

- studied art history, philosophy and Protestant theology (1997-2003)
- Doctorate in art history, funded by a doctoral scholarship from the State of Berlin (graduation 2008)
- Lectureships at the FU Berlin & Postdoc grant from the Fritz Thyssen Foundation
- LfbA as a qualification position at the Philipps University of Marburg (2010-2016)
- DFG position at the Philipps University of Marburg (2016-2018)
- In 2016, first thoughts on reorientation in the direction of science management
- Advisor for appointment matters and academic procedures at the University of Oldenburg (2018-2019)
- Extra-occupational training in science management
- Consultant for university development with a focus on appointment management at Leuphana (2020-2022)
- Managing Director of the Faculty of Education at Leuphana (since 04/2022).

**Room/location:** Access data to the online room will be provided shortly before the start of the event.

**Moderation:** Dr. Nicole Justen, Academic Personnel Development Officer at Leuphana

**Registration required. Please do this via the online portal of the Internal Continuing Education:**

<https://www.leuphana.de/intranet/weiterbildung/details/role-model-monday-von-der-wissenschaftlichen-karriere-zu-einer-karriere-im-wissenschaftsmanagement-der-weg-entsteht-beim-gehen.html>

## **"Black Box professorship appointment" I: On the way to a professorship**

**Target group:** Advanced doctoral students and postdocs

("Black Box professorship appointment" I & II can be attended independently or building on each other)

**Format:** Online information event

**Language:** German

Career paths in science and research are very diverse and, above all, not very transparent. The event will provide an introductory overview of the appointment process, the components of the appointment interview and the work of the appointment committee. This information should enable you to develop a personal strategy to reflect on your basic prerequisites and competences and to sound out your own qualities and put them in the right light for an appointment procedure.

Contents: Procedure, Strategic career planning, Candidature, Scientific lecture/teaching sample, Profile presentation, Commission's discussion, Hearings

**Date:** Tue. 29.11.2022, 12-14h

**Room:** Access data to the online room will be provided shortly before the start of the event.

Speaker: **Dr. Nicole Justen**, Leuphana's academic personnel development officer, qualified pedagogue, systemic consultant, many years of experience in research and teaching as a WiMi and postdoc. Experience as a member of various appointment committees.

**Registration required.**

**Please do this via the GradSkills online portal:**

<https://www.leuphana.de/graduate-school/promotion-postdoc/kompetenzentwicklung/schluesselformen/details/black-box-berufung-i-auf-dem-weg-zur-professur-1.html>

## **"Black Box professorship appointment" II: Behind the scenes of professorship appointment proceedings**

**Target group:** Advanced doctoral students and postdocs

("Black Box professorship appointment" I & II can be attended independently or building on each other)

**Format:** Online information event

**Language:** German

Content: Applicants in appointment procedures can usually only actively participate in small sections of an appointment procedure that is extremely important for their own career and usually extends over a long period of time, for example when they are invited to a personal interview. From the applicant's perspective, by far the largest part of the process takes place 'behind the scenes': The selection process involves a large number of university and (non-)academic actors, consists of various selection steps that build on each other and is flanked by various quality assurance mechanisms. The event aims to give young researchers insights into these, from their point of view, "hidden" processes and to make transparent how the selection process in the run-up to filling a professorship takes place structurally. Among other things, the following questions will be addressed:

- Which actors are involved in appointment procedures and what role do they play in the selection process?
- How are possible biases of the actors involved counteracted?
- How does an appointment committee work, what rules are it bound by and what selection steps are carried out?
- On what basis do the persons involved assess the suitability of applicants and make a selection decision?
- What mechanisms serve to ensure the quality of appointment procedures?

**Date:** Fri. 02.12.2022, 10-12h

**Room:** Access data to the online room will be provided shortly before the start of the event.

**Speakers:** Michaela Kaufmann & Dr. Ante Dreyer, Officers in Appointment Management at Leuphana

**Registration required. Please do this via the online portal GradSkills:**

<https://www.leuphana.de/graduate-school/promotion-postdoc/kompetenzentwicklung/schlüsselkompetenzen/details/black-box-berufung-ii-hinter-den-kulissen-von-berufungsverfahren-1.html>

## **Annual reviews as an instrument of appreciative leadership & support**

**Target group:** Academic staff with leadership responsibility

**Format:** Online event

**Language:** German

According to the “Dienstvereinbarung”, you as a supervisor are obliged to offer your employees an annual review once a year. Perhaps you are wondering, or are not quite sure after the first talks, how these can work in your area with your particular circumstances in a useful and helpful way for all concerned? Would you like to use annual reviews as an instrument of appreciative leadership and support? In this event, you can learn how to deal with these situations in a group of colleagues with similar questions and challenges. This will give you a clearer idea of how you can conduct the annual appraisal in a useful and helpful way and how it can serve you as an instrument of appreciative leadership and support for your staff. Annual reviews can help to maintain, develop and improve a good working atmosphere.

**Date:** Tue. 10.01.2023, 12-13h

**Room/location:** Access data to the online room will be provided shortly before the start of the event.

**Speaker:** Dr. Nicole Justen, Officer for Academic Personnel Development at Leuphana

**Registration required.**

**Please do this via the online portal of the Internal Continuing Education:**

<https://www.leuphana.de/intranet/weiterbildung/details/jahresgesprache-als-instrument-wertschaetzender-fuehrung-foerderung-1.html>



## **Sense and benefit of annual reviews for early career researchers**

**Target group:** Early career researchers

**Format:** Online event

**Language:** German

According to the “Dienstvereinbarung”, your superiors are obliged to offer you an annual interview once a year, which you can accept or refuse. Likewise, you have the option of requesting such a discussion from your superiors. Perhaps you are wondering what sense and benefit such a discussion can have for you? Perhaps you are uncertain about what to expect at an annual meeting and how to deal with it? Perhaps you have concrete concerns or questions that you would like to discuss in a protected circle with colleagues in a similar situation? The aim of the event is to familiarise you with the framework conditions, the process and the meaning and benefits of annual interviews for your academic career development and to clarify open questions so that you can enter the interview confidently and in a targeted manner.

**Date:** Tue. 17.01.2023, 12-13h

**Room/location:** Access data to the online room will be provided shortly before the start of the event.

**Speaker:** Dr. Nicole Justen, Officer for Academic Personnel Development at Leuphana

**Registration required.**

**Please do this via the online portal of the Internal Continuing Education:**

<https://www.leuphana.de/intranet/weiterbildung/details/sinn-und-gewinn-von-jahresgesprachen-fuer-wissenschaftliche-mitarbeiterinnen-1.html>

## **Publish & Shine: Maximizing the visibility of your own publications**

**Target group:** All academics

**Format:** Online event

**Language:** German

This event is dedicated to the question of how the visibility of publications can be increased in order to achieve the broadest possible resonance. In this context, the publication form Open Access - the free access to research literature - plays a decisive role. In addition to the basics of scientific publishing with a focus on Open Access, related topics such as Creative Commons licenses or the selection of suitable publication venues will be examined in more detail. On the basis of this theoretical input, practical possibilities will then be shown as to how one's own publications can be made more discoverable both for the scientific community and beyond. In this context, the participants will get to know the corresponding infrastructure offers, financing options and consulting services at Leuphana, which will support them in the implementation of their publication projects.

**Date:** Thurs. 19.01.2023, 10-11:30h

**Room:** Access data to the online room will be provided shortly before the start of the event.

**Speakers:** Gesa Baron & Martin Bilz (E-Science & Media Management, MIZ)

**Registration required.**

**Please register via the online portal of Internal Continuing Education or GradSkills:**

<https://www.leuphana.de/intranet/weiterbildung/details/publish-shine-sichtbarkeit-eigener-publikationen-maximieren.html>

**Good scientific practice. Handling, challenges, conflicts.**

**Target group:** Academic staff

**Format:** Classroom event

**Language:** English

An essential prerequisite for scientific work is compliance with the rules of "good scientific practice". This includes not only the conscientious collection and careful handling of scientific data, but also the observance of rules of communication between scientists. The ethics guideline of the Leuphana University states in this regard that good scientific practice is lived and practiced through suitable framework conditions and by anchoring it in the scientific culture must be lived, taught and practiced. The aim of this event is to give an introduction to the basic rules of good scientific practice and to show which forms of handling and possibilities exist for dealing with various challenges and conflicts in science. Based on the guidelines of the DFG and the guidelines of the Leuphana University to ensure good scientific practice, the framework for action will be shown in concrete terms, which describes the procedural steps for resolving conflicts in scientific practice. Participants will also have the opportunity to discuss concrete questions and problems regarding the rules of good scientific practice.

**Date:** Thurs. 16.02.2023, 12-14h

**Room/Location:** C 40.146

**Speaker:** Prof. Dr Werner Härdtle, Institute of Ecology, Faculty of Sustainability at Leuphana University Lüneburg

**Registration required.**

**Please do this via the online portal of the Internal Continuing Education:**

<https://www.leuphana.de/intranet/weiterbildung/details/good-scientific-practice-handling-challenges-conflicts.html>

## **Conflict management - Understanding and dealing with conflicts in organizations**

**Target group:** Early career researchers, Junior professors

**Format:** Classroom Event with 2 consecutive attendance days / 8 units à 90 min.

**Language:** English

At the end of the workshop you will be able to better understand conflicts and classify them according to their severity. You will be able to recognize conflict potential in your own work environment and deal with it cooperatively and have learned something about yourself and your behavior in conflict situations.

When people are working together, conflicts arise for various reasons. In this workshop you will explore the conditions under which conflicts can be used for the development of organizations and personal growth. You will reflect on conflicts with the help of socio-psychological models and develop ways to deal with conflicts with the aim of strengthening cooperation. In this workshop, special attention will be paid to the potential for conflict at universities.

**Date:** Thu. 02.03.2023 & Fri. 03.03.2023, both 09-17h

**Room:** Both days in C 7.319

**Speaker:** Dr. Claudia Nounla, graduate adult educator, organisational consultant, supervisor (DGSv). Training and further education in theme-centered interaction, organisational development, coaching and supervision. Research assistant at the KHN from 2005 to 2014, freelance since 2014. Main areas of work: Supervision/coaching and further training for teachers and managers, process support in change processes and conflicts.

**Registration required. Please do this via the GradSkills online portal:**

<https://www.leuphana.de/graduate-school/promotion-postdoc/kompetenzentwicklung/schlüsselkompetenzen/details/conflict-management-understanding-and-dealing-with-conflicts-in-organizations.html>

## **Voice training for teaching and science**

**Target group:** Academic staff

**Format:** Classroom event

**Language:** English

The voice is an indispensable tool for people who work in teaching or otherwise in science. Yet most frequent speakers know very little about how the voice and about the functioning and background of the voice. When the voice is strained, there is a risk of hoarseness, pain and sometimes even loss of voice. There is also a great deal of insecurity about one's own voice, which many women often find "not loud enough", "squeaky and high" or generally "unattractive".

In this workshop, participants will get to know their voice, learn about the parameters of a healthy voice and do exercises that are suitable for everyday use to make their voices more resilient. In this way, they will be able to perform in their daily work. In addition, the connection between voice and personality is shown, as these two factors influence each other. So there is the possibility of using this relationship for one's own benefit. A central concern of the workshop is to find joy in one's own voice and to have fun "playing" with this organ and using it for oneself.

Content: Basics of voice function, anatomical and functional, practical exercises to strengthen and care for the voice (including the LaxVox method), Connection between voice and personality, Mode of action of vocalization (mirror neurons/ status), Tips and tricks for dealing with the voice as a frequent speaker, Voice and gender: the voice as a status symbol and prejudices against voices

**Date:** Tue. 07.03.2023, 9-17h

**Room:** C 40.601

**Trainer:** Julia Baumeister is a qualified opera singer, voice coach and state-certified speech therapist. For several years she has been working for "Scienza Science Coaching" with a focus on presentation, communication, voice training and networking. She attaches great importance to individual work with the participants and always tries not to neglect the sense of humor.

**Registration required. Please do this via the online portal of the Internal Continuing Education:**

<https://www.leuphana.de/intranet/weiterbildung/details/voice-training-for-teaching-and-science.html>

## **Rules of the game in academia**

**Target group:** Researchers at the beginning of their academic career; max. 12 participants

**Format:** Online event

**Language:** English

In a changeable organizational environment with often diffuse or contradictory requirements, 'hidden agendas' and a micropolitical 'culture of negotiation' thrive. Here implicit values and norms are conveyed - often unconsciously - and reflected in power relations, in strategic actions and thus also in selection processes. On the path to a scientific career, knowledge must be acquired that is not explicitly communicated anywhere and for which there are no sources to be looked up. Exclusion mechanisms are often subliminal. Understanding decision making in the systemic and organizational context and the unwritten rules of micropolitical action can promote one's own strategic competence - also under the aspect of diversity.

This event raises awareness of implicit norms and values, micro-political games and 'hidden agendas' in science. The participants are given the opportunity to reflect on their own resources for effective 'playing along'. The workshop is practice-oriented and designed to be participatory. In order to get in the mood for the topic, participants are invited to a reflection exercise as part of the initial invitation.

**Date:** Mon. 13.03.2023, 9-15h

**Room/location:** Access data for the online room will be provided shortly before the start of the event.

**Speaker:** Dr. Veronika Fuest is a certified consultant (systemic transactional analysis) and trainer. Extensive experience in science: multidisciplinary academic qualifications, involvement in collaborative research projects of various scientific institutions as well as own research including actor and institutional analyses in the field of science; in science management internal consulting and process moderation as well as supervision of ombudsman matters; academic teaching (including political anthropology). In addition, experience in development cooperation and activities as an expert for BMBF, DFG and Volkswagen Foundation.

**Registration required. Please register via the online portal of the Internal Continuing Education or the GradSkills:**

<https://www.leuphana.de/intranet/weiterbildung/details/rules-of-the-game-in-academia.html>

<https://www.leuphana.de/graduate-school/promotion-postdoc/kompetenzentwicklung/schluesselformen/details/rules-of-the-game-in-academia.html>

## **Effective leadership in science - Self-image, instruments, strategies**

**Target group:** First-time professors, Junior professors with and without tenure track; max. 10 participants

**Format:** Classroom event

**Language:** German

First-time professors and (junior) professors are faced with the task of taking on formal leadership responsibilities (for the first time) at the same time as arriving at a new institution and/or setting up a working group from scratch. They therefore have to explore their own understanding of leadership and bring this to life against the background of the complex work requirements and the specific characteristics of the new organization. This becomes concrete in both strategic (e.g. positioning one's own professorship/research at the institute, in the organization, in the community) and operational leadership tasks (e.g. selecting personnel and forming a team). This workshop strengthens the participants in developing an individual understanding of leadership so that they can act confidently in different research and organizational contexts. In addition to self-reflection, instruments for the selection, leadership and development of personnel are presented and the basics of professional interviewing are taught. The latter is the central tool in any form of leadership. In addition, the challenges that arise from the multitude of demands on a professorship are addressed and strategies for dealing with them are developed together.

**Content:** Development of an individual understanding of leadership, self-leadership, time management and delegation, leadership requirements in science, professional communication in personnel management, instruments of personnel selection, leadership and development, specifics of doctoral supervision.

**Date:** Thurs. 16.03.2023 and Fri. 17.03.2023, both from 9-17h

**Room:** C 40.606

**Speaker:** Dr. Neela Enke, has been working as a trainer since 2011 with a focus on conflict and diversity management as well as career development in higher education and research. As a certified coach and trained mediator, she supports postdocs, university employees as well as managers and accompanies people, teams and organizations in the constructive resolution of conflicts. She regularly publishes articles related to coaching and conflict management in research institutions and is a non-fiction author. She has received further training in the areas of intercultural competence, diversity management (including gender) and systemic organizational development, is a board member of Coachingnetz Wissenschaft e.V. and is actively involved in the Fachverband für gender\_diversity-kompetente Bildung und Beratung e.V. as well as in the Bundesverband MEDIATION e.V. Dr. Neela Enke has created an event specifically on mediation and conflict resolution at universities and research institutions as part of the International Mediation Day. Dr. Neela Enke studied biology at the Philipps-University of Marburg and received her

and received her doctorate from the Freie Universität Berlin. As a postdoc and lecturer, she has worked at various universities and research institutions in Germany and other European countries, as well as coordinating and leading research projects and initiatives at the European level. She has also been a reviewer for research funders in several countries, e.g. Belgium (BELSPO).

**Registration required. Please register via the online portal of the Internal Continuing Education:**

<https://www.leuphana.de/intranet/weiterbildung/details/wirksam-fuehren-in-der-wissenschaft-selbstverstaendnis-instrumente-strategien-1.html>