



## Career development & leadership: Interactive workshop and individual coaching

From **November 16 - 18, 2022**, the Graduate Academy of Heidelberg University ([https://www.graduateacademy.uni-heidelberg.de/index\\_en.html](https://www.graduateacademy.uni-heidelberg.de/index_en.html)) in collaboration with the 4EU+ Office Heidelberg is offering a training package on “**Career Development & Leadership**” for doctoral candidates from all 4EU+ partner universities with international speakers from academia and business. The initiative is financed through funds provided by the German Academic Exchange Service (DAAD) and the Ministry for Science, Research and Art of the State of Baden-Württemberg.

The training package consists of three consecutive events and activities:

**(i) Career Development & Leadership for doctoral candidates – Introductory talks and panel discussion – November 16, 2022, 4 pm.**

We will kick off our package on November 16 with an introduction to leadership skills inside and beyond university. This open part will take place physically at Heidelberg University and will also be streamed online. Speakers are Prof. Dr. Christiane Schwieren, Professor of Organizational Behavior and Equal Opportunities Commissioner at Heidelberg University, and coach and trainer Dr. Hartmut Unger (<https://www.coaching-motivation-mannheim.de/>), who runs the subsequent workshop and coaching sessions. The “heart” of the open part is a panel discussion followed by a get-together with all participants present. The final list of panelists will be made available in due course.

The introduction and panel discussion will be centered on the following thoughts:

- What makes a leader a good leader?
- What are the characteristics regarding the role of a leader and the ones being led?
- What are explicit, what are hidden expectations?
- How does leadership work in academic contexts? What (if applicable) would be the differences in leadership functionalities inside and outside universities?
- Supervision of Bachelors, Masters & Postgraduates - leadership is everywhere; how to survive the sandwich in an early career stage leadership role?
- What do moments of successful leadership look like and what are typical pain points?
- How to beneficially equip today’s learners with the skills for tomorrow’s leaders?

**(ii) Career Development vis-à-vis leadership skills for doctoral candidates – Workshop – November 17–18, 2022**

This closed session, for participation upon successful application for 14 individual participants (two from each partner university), will take place on November 17 and 18, 2022, in person at Heidelberg University. Participants are kindly expected to also join the round table on November 16, 2022, in person. The workshop is designed to help participants explore their career aspirations based on their competencies, characteristics, and skills as well as regarding their values and their individual and cultural imprint. Participants will learn to set engaging yet realistic goals for their own personal and professional development and to reflect on their self-perception and outward impression on

others towards refining own expectations, roles and the vision about future (professional) achievements. Further topics will include expectation and conflict management, identifying potential for professional development and self-improvement as well as learning about strategies for sustainable decision-making and for dealing with failure.

### (iii) Career development – Individual Coaching Sessions (schedule by individual agreement)

The invitation to the workshop participation comes with the offer for each participant to attend two individual coaching sessions following the workshop. The coaching sessions will be remote and the individual planning for the schedule will take place together with Dr. Hartmut Unger as mentioned above. For the individual sessions, participants will have the opportunity to set their own focus for in-depth work according to the individual experiences made and personal needs observed during the workshop. A potential outcome is the initial analysis of concrete areas for further personal development and a delineation of first operative steps. If interested, you may schedule further coaching sessions at your own expense.

All participants are entitled to a Mobility Grant from Heidelberg University based on the current mobility rates of the 4EU+ Alliance:

Living allowance: € 210,-

Travel allowance: € 180,- (Heidelberg <-> Paris / Milano / Prague / Geneva)  
€ 275,- (Heidelberg <-> Copenhagen / Warsaw)

The selected participants will receive a detailed agenda together with their invitation letter.

Nominations are to be made by the Flagship representative from each partner university by **October 17th, 2022** directly to the 4EU+ Office Heidelberg: [benjamin.held@zuv.uni-heidelberg.de](mailto:benjamin.held@zuv.uni-heidelberg.de)

If more nominations are received than places are available, the participants will be drawn by lots.

For any questions regarding the event, please contact Dr. Helke Hillebrand (Heidelberg Graduate Academy): [helke.hillebrand@uni-heidelberg.de](mailto:helke.hillebrand@uni-heidelberg.de)

