

## Program Schedule

**Tue. 25.01.2022 / 9:00 am – 1:00 pm**

### **Kick-Off-Workshop**

A half-day orientation workshop for decision-making to participate in the “navigare” program

#### **TOPICS**

- Introduction into the program
- Framework for international women scientists
- Clarifying expectations, needs, concerns in peer-cooperation
- Peer-Coaching: what does it mean, how it works

**Thu. 17.02.2022 / 9:00 am – 5:00 pm**

### **Module 1: Science Compass. Working and Career Opportunities in German Academia**

Researching and working at a German university offers many opportunities for networking and further career development. Having a clear picture about structures, historical backgrounds, academic traditions and career paths within German academia will provide clarity and foster further collaboration.

#### **AIM**

This module aims to explain the German academic system and its related career possibilities. Understanding backgrounds, academic working traditions, requirements and expectations in German academic research and supervision will support the collaboration with supervisors, colleagues, students and co-workers.

#### **TOPICS**

- The German Academic System – frameworks, career possibilities and requirements
- Scientific working culture – history, German academic culture, hidden rules
- Communication and bilateral expectations in supervision, teaching and collaboration

**Thu. 24.03.2022 / 9:00 am – 5:00 pm**

### **Module 2: Self-Marketing. Strengthening Self-awareness and Skills Profile**

Being aware of own competencies, skills, roles and communication is a profound basis to build on own achievements for further networking and career developments. Providing a clear self-image and a professional skills profile is a door opener for future collaboration opportunities.

**AIM**

In this workshop participants will increase their awareness of own qualities and skills. Having a clear and professional self-image will help to feel more self-confident and enhance the individual networking capabilities. Developing a professional skills profile and being more visible as a scientist is another asset of this unit.

**TOPICS**

- Development of a skills profile – awareness of own capabilities
- Reflection on self-confidence, gender-related impact in self-marketing
- Self-Marketing: rising awareness by knowing skills and communicating them

**Tue. 03.05.2022 / 9:00 am – 5:00 pm**

**Module 3: Career Paths. Career Perspectives Inside and Outside of Academia**

Internationalization and international cooperation provide a growing demand for skilled work forces at the job market. Therefore, career planning is a challenging task that requires reflection about needs, wishes, the individual skills profile and knowledge about possible working fields.

**AIM**

In this workshop, participants will work on their road maps to career planning and personal career development. The coaching sessions support participants thinking about their intentions of possible job options in academia and / or industry.

**TOPICS**

- Career Paths in and outside of academia
- Chances, opportunities and frameworks of the (German) labour market
- Motivations, needs and work-life-balance in career planning

**Thu. 16.06.2021 / 9:00 am – 5:00 pm**

**Module 4: Building Networks in International Environments & Teatime**

Conferences, talks, working groups and research projects offer contact opportunities with other scientists from different disciplines and countries. Being well connected and carrying out research in cooperative partnerships supports chances for further career opportunities.

**AIM**

This workshop aims to introduce into the hidden rules of academic networking and to explain how you can benefit from these networks. A teatime dialogue with female scientists in leadership positions provides possibilities for experience exchange.

**TOPICS**

- International networking: aims, reasons, challenges and constraints
- Professionalizing networking: tools and communication
- Teatime: exchange with female scientists in leadership positions

**Tue. 12.07.2022 / 9:00 am – 5:00 pm**

### **Module 5: Conflict Management and Resilience**

Conflict management skills evolve around making sure everyone feels heard and respected while negotiating a mutually beneficial solution that everyone involved can accept. It does not necessarily mean to please everyone or remove all disagreements. Especially in conflict situations, managing emotions could become challenging.

#### **AIM**

This workshop aims to sensitize for typical conflict patterns and coping strategies for difficult situations. An understanding of resilience and emotional states will help to better assess potential stress situations and to shape communication actively.

#### **TOPICS**

- Managing conflict situations: challenges, constraints, intervention possibilities
- Self-reflection: understanding own coping strategies and communication patterns
- Creating dialogues and keep on working regardless of difficult circumstances

**Fri. 23.09.2022 / 9:00 am – 5:00 pm**

### **Module 6: Sustainable Dialogues. Effective Communication in Academic Settings**

Developing a communication in the day-to-day world of research and science with your own authentic language that helps to reduce misunderstandings and forces a motivating communication according to your interests is a challenging task. Getting the best out of supervision, understanding mutual communication with colleagues, supervisors and partners during meetings will help to gain more confidence in common work. Talks and discussions are opening room for exchanging knowledge, criticism and feedback. Tensions, disguised conflicts, hierarchies and hidden expectations of gender-roles and different cultural expectations could interfere in communication.

#### **AIM**

The aim of the workshop is to equip the participants with strategies for professional communication in scientific working environments. Understanding communication and hidden role-expectations, helps to not getting distracted too much by hidden interferences and to better focus on own interests and goals in communication.

#### **TOPICS**

- Professional communication: aims and strategies
- Communication and bilateral expectations - supervision and collaboration
- Understanding roles, relationships, dependencies and group dynamics
- Reflecting communication-strategies and attitudes

**Tue. 22.11.2022 / 9:00 am – 5:00 pm**

**Module 7: Cross-Cultural Collaboration. International Teamwork in Academia.**

Scientific teamwork is characterized by diverse characters, which can establish a very creative and supportive team culture. This can lead to innovation and creativity – but could also lead to tensions and frictions. Working styles in cross-cultural environments often develop their own dynamics that are hardly predictable and not easy to manage.

**AIM**

This workshop aims to provide impulses and techniques for a flexible skillset of leadership and intervention methods to keep on cooperating and to remaining focused on common goals.

**TOPICS**

- Team dynamics and cultural impact in cross-cultural working groups
- Promoting confidence and trust, strengthening relationships
- Typical challenges and conflicts in cross-cultural teamwork

**Thu. 15.12.2022 / 9:00 am – 1:00 pm**

**Final Evaluation**

A half-day workshop for the participants to review on what they have experienced and learned while participating in this program.

**TOPICS**

- Review of program outcome
- Reflection of skills development and experiences
- Next steps in career development
- Agreements on further cooperation with the group

The *navigare* - career coaching program is offered by the Office for Equal Opportunities of Bremen University.

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