



Career Coaching
for International Females
in Science

Programme Schedule

Tue. 05.09.2017 / 9:00 a.m. – 1:00 p.m.

Information Workshop

A half-day orientation workshop for the participants to make up their decision to participate in the “navigare”-programme.

TOPICS

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

Tue. 24.10.2017 / 9:00 a.m. – 5:00 p.m.

Seminar: Fellow Compass. Hidden Rules of the German Academic System

Conducting research and working at a German university as an international scientist is an important milestone in the career development. It offers a lot of opportunities for further skills development but to find the own way in the system is a challenging task. Working together with supervisors, colleagues and co-workers could lead to misunderstandings in common work. Knowing about the German Academic System will help to better understand the work environment and common understandings of mutual collaboration.

AIM

Knowing about historical background of academic traditions and the unspoken expectations between supervisors and colleagues and gender impact will reduce available tension in collaboration and scientific working. Furthermore, having a clear picture about academic culture, scientific argumentation and thinking will enhance flexibility and lower stress in terms of misunderstandings.

TOPICS

- The German Academic System – framework and career possibilities
- Scientific working culture – history and learning culture
- Hidden rules of the German Academic System
- Communication and bilateral expectations in supervision, teaching and collaboration

Wed. 06.12.2017 / 9:00 a.m. – 5:00 p.m.

Coaching day: Career Paths between Academia and Economy

Career planning is as vital as planning experiments or research. Especially for international female scientists who may think about assessing the German labour market or seek for further international career possibilities fitting to their needs while being in Germany it is important to develop a clear picture of different career opportunities and working frameworks in academia as well as in industry.

AIM

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

TOPICS

- Career Paths between Academia and Economy
- Chances, opportunities and frameworks of the German labour market
- Motivations, needs and work-life-balance in career planning
- Roadmap to career planning: steps and milestones for the own career development

Thu. 25.01.2018 / 9:00 a.m. – 5:00 p.m.

SELF-MARKETING. STRENGTHENING SELF-AWARENESS AND SKILLS

Being aware of own competencies, skills, roles and communication is a profound basis to build on own achievements for further career developments. In vivid and international working environments, providing a clear self-image and a professional skills profil is a door-opener for future collaboration opportunities. Having a clear picture about one-self and how to achieve this will help to feel more self-confident in presenting own capabilities without losing authenticity.

Self-marketing enables a clear communication about own achievements and provides opportunities to be recognized by others.

AIM

In this Workshop participants will increase awareness of own qualities and skills. Developing a professional skills profile and being more visible as a scientist is another asset of this unit.

TOPICS

- Reflection on self-confidence, gender-related impact in self-marketing
- Self-Marketing: knowing skills and communicating them
- Getting visible in the community without losing authenticity
- Rising awareness: be more aware of values, strengths, achievements and intentions

Thu. 08.03.2018 / 9:00 a.m. – 5:00 p.m.

Cross-cultural collaboration. International teamwork in academia

Scientific teamwork is characterized by national and international team members with diverse scientific disciplines, backgrounds and experiences. Diverse characters can establish a very creative and supportive team culture which in turn can lead to innovation and creativity.

However, establishing a vibrant team culture and a respectful team cooperation requires a good communication among the team members; so that they would be able to share their knowledge, opinions, working techniques, solutions and scientific approaches. Ignoring the importance of these issues can lead a research project or any joint activities among team members to serious failure.

AIM

The aim of the workshop is to sensitize for the importance of creating a team spirit where every member find herself/himself at the right place. Understanding typical phases of team development and how to establish communication in international teamwork are the main objectives of this workshop.

TOPICS

- Different dimensions of culture in your team – behavior, values, mindsets
- Communication as a key factor in international teamwork and cultural integration
- Phases of team development, challenges and typical conflicts in teamwork
- Establishing team culture and rules of collaboration in research and working groups

Thu. 26.4.2018 / 9:00 a.m. – 5:00 p.m.

NETWORKING.BUILDING BRIDGES IN INTERNATIONAL ENVIRONMENTS + TEA TIME WITH WOMEN PROFESSORS

Working and conducting research in academia offer a lot of opportunities for networking, especially a mutual exchange of knowledge and experience within a structured framework. Conferences, talks, working groups and research projects offer meetings with other scientists from different disciplines and countries. This is often the basis for new synergies and the start of new projects and career possibilities.

Apart from performing as a scientist, cooperation and network relations that pave the way of academic careers. Being well connected and carrying out research in cooperative partnerships supports chances for further career opportunities.

AIM

In this Coaching-Workshop participants will learn about the rules applying for networking in international academic environments. How to establish international networks with regard to Developing a professional skills profile and being more visible as a scientist is another asset of this unit.

TOPICS

- International networking: aims, reasons, challenges and constraints
- Being aware of international working frameworks
- Professionalizing networking: tools and communication
- Building your network: rules of interaction, effective strategies

Wed. 30.05.2018 / 9:00 a.m. – 5:00 p.m.

HEARTBEAT & LIVERFEAR. RESILIENCE IN STRESSFUL COMMUNICATION

Communication and feelings are experienced physically – independent from origin or culture. Experiences of home town, cultural values and expressions of feelings and emotions are lived and transferred through generations. They influence communication and individual coping strategies. Especially in conflict situations stressful times the body reacts on the ongoing situation and demands stored experiences. Feelings and emotional reactions become vivid and affect directly the communication.

Understanding the mechanisms of communication and body reaction patterns will help to better sustain in stressful situations.

AIM

The aim of this workshop is to sensitize for patterns of communication in stressful times and in intercultural working environments. Raising awareness will help to reduce misunderstandings in working contexts, to better assess potential crisis situations and to shape communication actively.

TOPICS

- Cultural identity, corporeality and communication in working frameworks
- Raising awareness: identifying and interpreting bodily states
- Self-reflection: understanding own coping strategies and communication patterns
- Managing stressful situations: challenges, constraints, intervention possibilities

Wed. 18.07.2018 / 9:00 a.m. – 5:00 p.m.

SUSTAINABLE DIALOGUES. PROFESSIONAL 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 and talks and discussions 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 not to get so much distracted 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

Thu. 30.08.2018 / 9:00 a.m. – 1:00 p.m.

Final Evaluation

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

TOPICS

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



The “navigare”- Coaching-programme is offered by the office for equal opportunities of Bremen University.