



Leadership & Supervision in Science – How to Develop Your Own Leadership Style

Through self-assessment instruments, group discussions, and a series of interactive exercises and activities, you and your colleagues will develop a repertoire of techniques for addressing issues that commonly arise within when supervising students and/or technicians. Supervision is one way how to lead people in the academic environment.

This workshop promotes awareness of the participants' own leadership profile and offers them new approaches to explore. Since leadership styles are highly individual and situational, the coach does not judge styles as "good" or "bad," but provide a nonjudgmental yet structured environment in which you can discover what works for you. No dogma! – just scientifically informed frameworks and models of human behaviour to leverage your own common sense.

An appreciation of how your own leadership style affects research, goal achievement, and learning processes. You will gain insights into...

- your self-understanding as a supervisor/leader.
- how different situations and people call for different leadership strategies.
- how the motivation of your group members may be fostered.
- how to deal with challenging situations.
- how to communicate effectively with people who think differently from you.
- gender issues referring to your day-to-day work life.
- how you can prepare yourself for the time after you will have graduated.

Coach

Dr. Silke Oehrlein-Karpi has been working as a coach and a trainer for scientists since 2008. Before becoming a coach, she led a project group for the Collaborative Research Centre 490 in Mainz. During those 10 years, she worked as a biologist in the field of medical basic research and gained a lot of experience in setting up and successfully leading scientific projects. In terms of her current work, she uses this "insider knowledge" and the insights in the academic world through the exchange with several thousand individuals during the last 11 years. Her group coaching workshops inspire, motivate and empower the participants in order to boost their self-efficacy and proactivity regarding upcoming work situations and projects. She is a member of the Coachingnetz Wissenschaft e.V.

When and Where

- Online-Workshop
- Thursday, 23rd September 2021, 9 a.m. to 1 p.m. for all **and** group coaching (3 to 4 participants per group)
- Dates for the group coaching:
 - **Group 1:** Friday, 24th September 2021, 9 a.m. to 12 a.m. **or**
 - **Group 2:** Monday, 27th September 2021, 9 a.m. to 12 a.m. **or**
 - **Group 3:** Friday, 1st October 2021, 9 a.m. to 12 a.m.

Further information

Participant limit: 10

Course language: English



Being a scientist with inner confidence

Regardless of their professional achievements, some people are still convinced that they are not competent (enough). Why is that? In the workshop you will learn about the reasons and roots for these uncertainties and get acquainted with methods to cope with them. Often the doubts about your own academic capacity and competence are not based on actual deficits, but on established patterns of thought (destructive perfectionism, impostor self-concept). This is a particularly relevant topic in the highly competitive and precarious academic context with its deficit-oriented feedback culture. To recognize that the negative self-assessment has other roots than your own performance can already generate distance and thus relief. In this workshop you will learn how to deal with these obstructive thought patterns in a productive and appropriate way, so that you can carry out your academic work with enhanced composure and confidence in your own skills and capabilities.

Content:

- Perceiving the “inner critic”, uncertainties and self-doubt.
- Understanding why these self-doubts have nothing to do with your own performance.
- What is the so-called “impostor self-concept”?
- Productive and destructive perfectionism - when is good “good enough”?
- The importance of dealing appropriately with success and failure.
- How do I constructively overcome obstructive thought patterns?

Coach

As coach and trainer Dr. Wiebke Deimann supports people in academia with their professional and personal development. She is certified in Systemic Coaching and Change Management and trained in ACT (Acceptance and Commitment Therapy). After a PhD in Medieval History she was a post-doctoral researcher at several German Universities. Wiebke Deimann is based in Brühl (Rhineland), where she lives with her family.

When and Where

- Online-Workshop
- Friday, 17th September 2021, 9 a.m. to 7 p.m.

Further information

Participant limit: 12

Course language: English