

# HELMHOLTZ Leadership Academy

## PROGRAM: Leading with Impact

### TARGET GROUP:

For executives in science, administration and infrastructure who may or may not lead other executives. This includes department heads in the scientific or administrative field, heads of infrastructure facilities and larger projects as well as program and topic speakers and group leaders. The program is designed for executives with a broad international background.



Structure: 4 camps and 3 online modules  
Program length: 10 months



Start:  
once a year



Time investment:  
14 days incl. preparation and assignments



Participants per program:  
15-18



Venue:  
Schloss und Gut Liebenberg near Berlin



Language:  
English



Fees for Helmholtz employees:  
6,900 € excl. VAT



Fees for external participants:  
13,800 € excl. VAT

### APPLICATION:

Helmholtz employees please get in touch with the academy contact at their Helmholtz Center. Other interested parties please contact the academy team at the Helmholtz head office in Berlin.

### PROGRAM:

During the program, you will learn various methods and tools for your leadership work. The focus is on person(s), organization and strategy.

In the camps, you will develop concrete approaches to solve your current leadership challenges, which you can try out between camps. You will have the opportunity to exchange experiences with senior executives.

The short online modules serve to convey theoretical and methodological approaches in a concentrated manner. The cross-center composition of participants from science, administration and infrastructure, changing learning formats and the support of a trainer duo guarantee an optimal learning outcome.



online module and preparation

camp (2.5 days each)

testing

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### 1. My Leadership Role at Helmholtz (2.5 days)

- learn about leadership as a key success factor within science
- reflect current leadership trends and different fields of action of leadership practice
- reflect on your position at Helmholtz and your impact as a leader
- deepen the understanding of feedback culture as an integral element for successful leadership
- practice how to lead difficult conversations
- learn and reflect skills and tools for effective time and energy management
- get to know and apply peer coaching as a method for result-oriented reflection and solution development
- work on challenging leadership situations and get feedback from your peers

### 2. Effective Teams & Collaborations (2.5 days)

- understand different concepts of team management
- analyze the situation in your team and explore options for effective team management
- work on actively addressing conflicts and utilizing them as an opportunity for development
- get to know different forms of decision-making
- explore different forms of organization and their impact on efficiency and innovation
- analyze and discuss current change drivers, such as digital transformation, and their relevance to your own leadership responsibility
- work on your change management capabilities and expand your leadership toolkit
- create convincing change communication and receive feedback on its impact

### 3. Shaping Strategy (2.5 days)

- work with different models of strategy development and further develop your strategy
- visualize your personal strategy, discuss it with your peers and plan steps for implementation
- assess and define organizational priorities for your function in order to implement your strategy
- foster your skills to further build, maintain and use your networks

### 4. Integration and Transfer (2.5 days)

- deepen and integrate the topics discussed in camps 1 to 3
- apply the approaches and tools learned on cases of the participants
- make a plan how to integrate the learnings in your daily work
- learn how you can implement habit changes and how to improve your goal achievement