

PROGRAM

LEADING YOUR GROUP

For early career researchers, who are in the process of setting up their first group, particularly leaders of a Helmholtz Young Investigator Group.



Structure: 4 camps of 2.5 days each
Program length: 10 months



Venue:
Schloss und Gut Liebenberg near Berlin



Start:
twice a year in quarters 1 and 4



Language:
English



Time investment:
14 days incl. preparation and assignments



Fees for Helmholtz employees:
5,200 € excl. VAT



Participants per program:
15–18

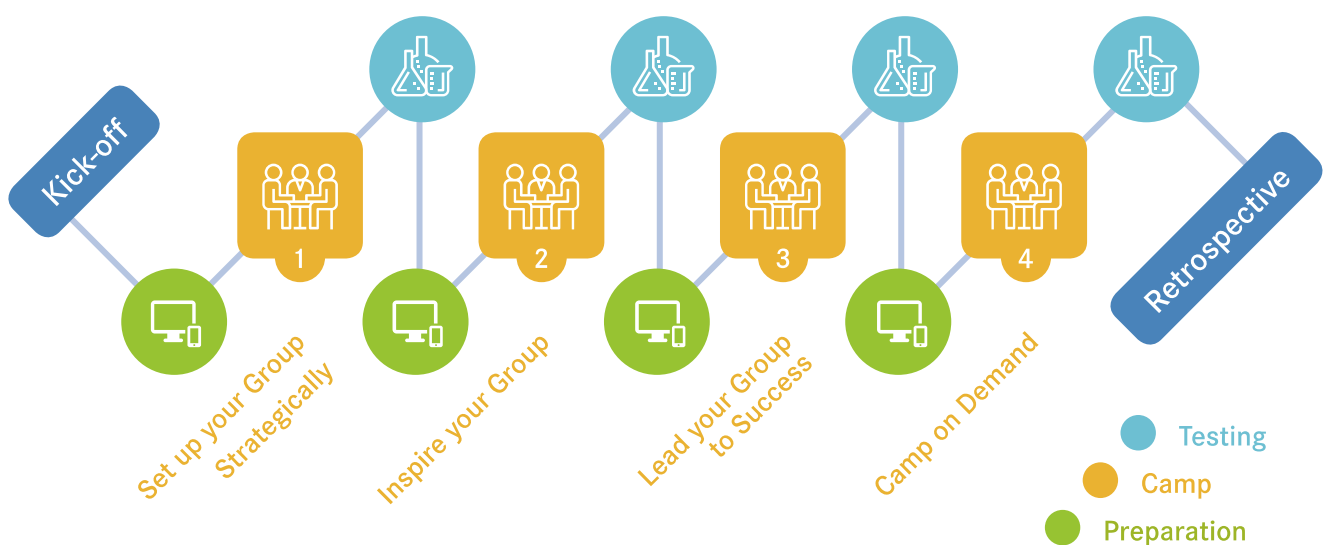


Fees for external participants:
10,400 € excl. VAT

REQUIREMENTS: You are the leader of a Helmholtz Young Investigator Group or receive funding for your group through a comparable program, such as the Emmy Noether program. You have to set up and lead your group to success fast whilst also establishing yourself and your research. You are open to new learning experiences and are willing to take the time to re-

flect on your role as a leader and to further enhance your leadership skills.

APPLICATION: Helmholtz employees please get in touch with the academy contact at your Helmholtz Center. Other interested parties, please contact the academy team at the Helmholtz headquarters in Berlin.



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This program is about experiencing and understanding leadership as success factor in science. You will work on your personal strategy as well as your positioning and will develop concrete steps for implementation. In addition, you will examine the complexity of roles and responsibilities of a science leader and will develop strategies for building well-functioning teams. You will learn how to recruit, develop and lead your team successfully. Furthermore, you will have space to discuss your challenges with peers, build your network and benefit from the wealth of experience within the whole group. The topic of the fourth camp (“Camp on Demand”) will be decided jointly by the cohort during the course of the program.

1. SET UP YOUR GROUP STRATEGICALLY (2.5 DAYS)

Strategic models and methods for development and implementation, e.g. SWOT, stakeholder analysis, game plan – leadership as a success factor in strategy implementation and science – managing competencies and diversity in the team – understanding one’s own role in the recruiting process and conducting effective interviews – peer coaching

As part of this camp, you will:

- reflect on the importance and meaning of good leadership as a key success factor within Helmholtz;
- learn about the responsibilities and functions of a leader and recognize leadership as a crucial factor to your own success and that of your group;
- reflect on and visualize your personal strategy with the help of different strategy development tools;
- further develop your personal strategy and work on concrete implementation steps;
- get to know the most important tools and processes to source, select and integrate the right members for your group;
- develop a concrete plan for your next implementation steps.

2. INSPIRE YOUR GROUP (2.5 DAYS)

Reflect on your personal understanding of leadership – methods and tools for effective self-management – methods and processes for effective team organization – tools and techniques to deal with everyday leadership challenges – how to lead effective and motivating conversations with team members – success factors for motivating your team and team members – peer coaching

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As part of this camp, you will:

- reflect on your views of leadership as well as the role of a leader and will further develop your understanding of leadership;
- examine success factors of leadership in your work and everyday life;
- broaden the range of your communicational repertoire and acquaint yourself with various conversation techniques and motivational factors;
- professionalize your leadership practice using concrete tools and instruments to help you deal with everyday leadership challenges;
- increase your self-awareness and receive feedback on your impact as a leader.

3. LEAD YOUR GROUP (2.5 DAYS)

Managing conflicts and mastering challenging leadership situations – factors and tools for managing high-performance teams– designing your personal career development – reflecting on your positioning and strategic networking – keeping track of your personal career and research strategy – peer coaching

As part of this camp, you will:

- learn about different kinds of conflicts, their stages and patterns and will obtain tools for coping with challenging situations;
- explore success factors of high-performance teams and infer their meaning and importance for the design of everyday teamwork;
- discuss strategies for balancing competing demands of collaboration and competition within your team and beyond;
- reflect on your career plan as well as your current and future positioning;
- jointly work on and challenge the status of your strategy implementation as well as your next steps.

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