


**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 3

 Language:  
English

 Time investment:  
14 days incl. preparation and assignments

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

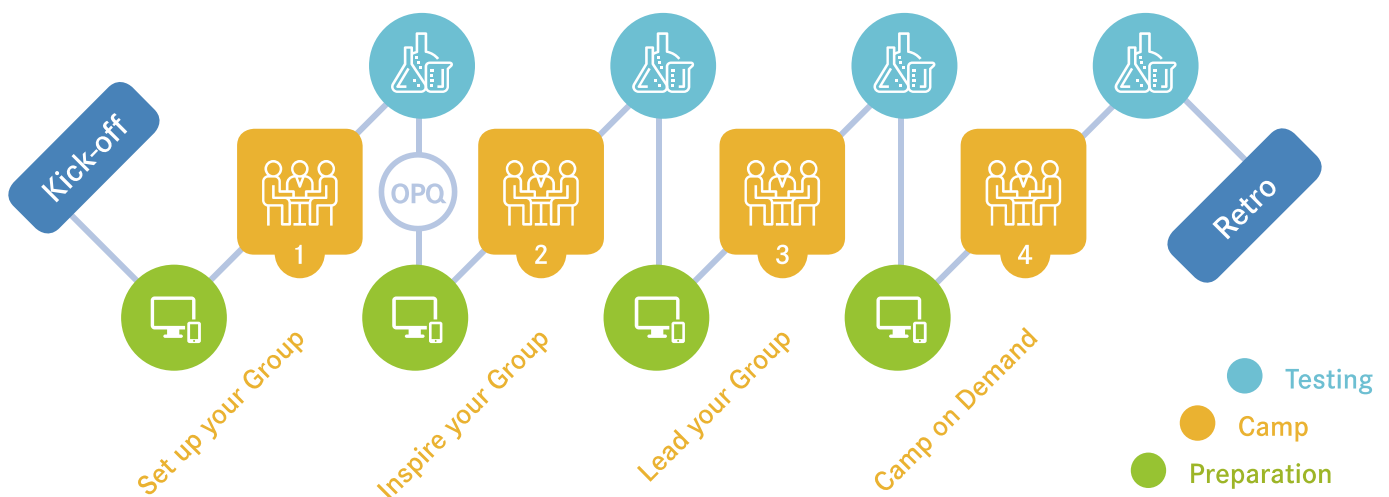
 Participants per program:  
15–18

 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.



Leadership Insights

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This program is about experiencing and understanding leadership as success factor in science. You will learn how to recruit, develop and lead your team successfully. 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 work on your personal strategy as well as your positioning and will develop concrete steps for implementation. 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 Occupational Personality Questionnaire (OPQ) by SHL will allow you to gain insights into your personal leadership style and preferences. Furthermore, you will have the opportunity to discuss the results with your trainers in an individual coaching session.

Throughout the program, participants will jointly work on developing *Leadership Insights* – questions and insights derived from your actual experiences as leaders, which might be of interest to and shared with other participants and alumni of the Helmholtz Leadership Academy.

During Camp 4 (“Camp on Demand”) you and the other participants will have the opportunity to delve deeper into some of the topics discussed during Camps 1 to 3 as well as to work on your *Leadership Insights*. Topics and formats will be decided jointly.

## 1. SET UP YOUR GROUP (2.5 DAYS)

**Reflect on the role of leadership in science and your role specifically in building and leading your group - success factors for motivating your team and team members - leading effective and motivating conversations – managing conflicts and mastering challenging leadership situations – understanding recruiting and talent selection processes 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;
- 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;
- get to know the most important tools and processes to source and select the right members for your group and to integrate them in your team;
- work on challenging leadership situations and get feedback from your peers.

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## 2. INSPIRE YOUR GROUP (2.5 DAYS)

**Reflect on your personal leadership style and preferences - methods and tools for effective self-management – methods and processes for effective team organization – factors and tools for managing high-performance teams - tools and techniques to deal with everyday leadership challenges – peer coaching**

As part of this camp, you will:

- reflect on your views of leadership as well as the role of a leader and further develop your personal understanding of leadership;
- explore success factors of high-performance teams and infer their meaning and importance for the design of everyday teamwork;
- understand how to motivate team members and the team as a whole
- learn and reflect tools for managing your time and energy effectively as well as tools for managing the collaboration within your team
- increase your self-awareness and receive feedback on your impact as a leader.

## 3. LEAD YOUR GROUP (2.5 DAYS)

**Strategic models and methods for development and implementation of strategy, e.g. SWOT, stakeholder analysis, implementation plan – leadership as a success factor in strategy implementation and science – reflecting on your positioning and strategic networking – keeping track of your personal career and research strategy - designing your personal career development – peer coaching**

As part of this camp, you will:

- 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;
- 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;
- continue working on challenging leadership situations and discuss possible solutions with your peers.

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