

- **Target group:** junior research group leaders and other leaders in junior positions.
- **Programme language:** English
- **Price:** €3,900 plus VAT. The price includes participation in the programme with all documents, as well as accommodation and meals during the attendance modules.
- **Certificate of attendance:** Participants who attend at least 2/3 of the programme will receive a certificate.
- **Duration and locations:** The modules start on the first day at 6 p.m. (M1) / 7.30 p.m. (M2, M3, M4) and end on the third day at 3 p.m. They take place in Schwanenwerder (M1, M3, M4) and Mannheim (M2). Two digital stopovers (10 - 12 a.m.) via Zoom are also part of the programme.



Leadership Compass Coaching Session| 23.02.2027

- Online Assessment
- Evaluation & debriefing in the group

Digital stopover I | 05.05.2027

- Collegial case consultation and/or Debrief
- Ask-me-anything

Digital stopover II | 30.06.2027

- Collegial case consultation and/or Debrief
- Ask-me-anything

Module 1
27.-29.01.2027
Berlin



Module 2
15.-17.03.2027
Mannheim



Module 3
16.-18.06.2027
Berlin



Module 4
06.-08.09.2027
Berlin

Setting the stage

- Getting to know your own values, motivators and strengths
- Discussing and assessing leadership in science and academia
- Setting goals for your leadership learning journey and defining development areas

Enabling the team

- Understanding and assessing team culture
- Building, leading and strengthening working teams
- Creating a psychologically safe team environment

Developing others

- Learning and applying 3 development tools: coaching, feedback and mentoring
- Listening actively, and dealing with conflict and difficult conversations

Shaping Personality/ Self-Leadership

- Re-situating yourself using the Leadership Compass
- Reflecting own self-efficacy and resilience
- Sharpening one's own leadership role and envisioning the future