



Current program

Mentoring for female doctoral candidates

Career perspectives after the doctorate

May 2020 - May 2021



Current program (as of November 2019)

Wed, October 21, 2019	Start of the application process	Preparatory phase
Thu, January 17, 2020	Closing date for applications	
January/ February 2020	Personal discussions between the applicants and the Program Committee	
Thu, March 26, 2020 (09:00-17:00) Fri, March 27, 2020 (09:00- 13:00) <i>Conference room of the University's guest house, Lürmannstr. 33</i>	Preparatory workshop for mentees The aim of the workshop is to create a common basis for the 12-month mentoring program. The program participants narrow down their choice of mentor on the basis of their personal objectives; prepare the one-to-one mentoring and shape the working relationship in the tandems. Together they develop the foundations required to arrange a mentoring program suited to the participants' needs as well as a successful collaboration within the group and with the Program Manager. Leaders: Dr. Marie-Kathrin Drauschke (program coordinator), Dr. Elke Bertke (project manager), PhD/Postdoc Career Center	
April 2020 (17:30- 20.00)	Exchange of experience with former mentees Hosts: Dr. Marie-Kathrin Drauschke, Dr. Elke Bertke, PhD/Postdoc Career Center	
April- June 2020	Matching Mentors are recruited by the university management and the program management - tandems are brought together	
May 2020	Introduction to Peer-Mentoring Leaders: Dr. Elke Bertke, Dr. Sabine Mehlmann, PhD/Postdoc Career Center	One-to-one mentoring & peer counselling in peer groups
Thu, July 02, 2020 (09:00- 17:00) Fri, July 03, 2020 (09:00- 17:00)	Seminar "Strategic career development" During the workshop, participants will reflect on the steps taken to embark on their chosen career, determining where they currently stand and what they have achieved. By reflecting on their previous paths and achievements, participants will become more aware of their personal motivations, skills and main areas of	

<p>Room 19/107-11 StudiOS, Neuer Graben 27</p>	<p>interest. Based on the findings, strategies will be contemplated and drawn up to enable the next steps to be taken on the chosen career path. After the workshop, these deliberations can be discussed with the participants' mentors and developed accordingly. The agenda is designed to enable participants to reflect not only individually but also together as a group, in various settings, and also to obtain feedback from peers. Before the workshop, the mentoring group may decide whether the workshop should focus on career planning within or outside academia.</p> <p>Possible key areas of the workshop:</p> <ul style="list-style-type: none"> ▪ Career paths, stumbling blocks and prospects in academia ▪ Analysis of previous career steps, one's own career-related guiding principles and values as well as individual skills and interests ▪ Evaluation of career options outside academia ▪ Development of career goals and the strategies required to achieve them ▪ Planning of the next steps, including individual and differentiated peer feedback. <p>Leader: Franziska Jantzen, entwicklungen, Hanover</p>	
<p>Wed, July 08, 2020 (17:00- 20:00)</p> <p>Zimeliensaal Bibliothek Alte Münze, Alte Münze 16</p>	<p>Ceremonial kick-off event & theme-related networking evening for mentees and mentors</p> <p>Panel discussion on the topic of "<i>Career paths of successful women in academia and industry</i>" followed by a reception</p> <p>A separate program will be published.</p>	
<p>Tue, October 06, 2020 (09:00- 16:30)</p> <p>Wed, October 07, 2020 (09:00- 16:30)</p> <p>Room 19/107-11 StudiOS, Neuer Graben 27</p>	<p>Seminar "Diversity as a leadership skill"</p> <p>The seminar enables participants to acquire leadership instruments, communication concepts and skills which are essential for work in diverse research and science organizations. As a starting point, a common understanding of diversity will be developed and the participants discuss which diversity dimensions play a role in their daily life. Based upon that, fundamental questions on leadership within science as well as in dealing with employees and students from different contexts of origin will be addressed. The seminar aims at enabling the participants to transfer of the obtained knowledge to a diversity sensitive leadership in their various roles.</p> <p>Topics of the workshop are for example:</p> <ul style="list-style-type: none"> ▪ Dealing with discrimination ▪ Development of diversity competences (empathy, change of perspective, reflectivity) ▪ Diversity sensitive leadership: instruments for personnel selection, management and development ▪ Conflict management in regard to diversity 	<p>One-to-one mentoring & peer counselling in peer groups</p>

	Leader: Dr. Neela Enke, Scienza Science Coaching, Berlin	
<p>Fri, November 27, 2020 (09:00- 14:00)</p> <p><i>Room 19/107-11 StudiOS, Neuer Graben 27</i></p>	<p>Stock-taking workshop for mentees</p> <p>Halfway through, the participants jointly reflect upon and evaluate the mentoring program. Personal goals and the envisaged course of action are reviewed. The experiences gained in the mentoring tandem, the cooperation within the whole group of mentees and within the peer groups as well as the individual components of the program are reflected upon. The results of the stock-take help shape the second half of the program.</p> <p>Leaders: Dr. Marie-Kathrin Drauschke, Dr. Elke Bertke, PhD/Postdoc Career Center</p>	One-to-one mentoring & peer counselling in peer groups
<p>Thu, January 21, 2021 (09:00- 17:00)</p> <p>Fri, January 22, 2021 (09:00- 17:00)</p> <p><i>Room 19/107-11 StudiOS, Neuer Graben 27</i></p>	<p>Seminar “Self-presentation for female doctoral candidates”</p> <p>In this workshop, participants are given the opportunity to reflect upon their previous form of self-presentation. Strategies are devised and opportunities identified in order to make the respective professional field of interest more visible, fostering careers. In addition to analysis, practical exercises are offered to consolidate what has been learned. Role plays and presentation training are used to practice generating a demeanor that is suitable for the context and consistent with one’s personality. Feedback provided by the group enables participants to compare their perception of themselves with how others perceive them. Self-abjection, which is often observed in this context, can be focused on if required, and counter-strategies developed.</p> <p>Possible key areas of the workshop:</p> <ul style="list-style-type: none"> ▪ Making a name for yourself in research: locations, rules of the game, strategies ▪ Presentation training: language and body language ▪ Preparation and presentation of your own short profile ▪ Video analysis of presentation exercises ▪ Self-esteem training: dealing with aspects that rob you of inner energy and self-esteem ▪ Dealing with performance anxiety, mental preparation for important presentations <p>Leader: Franziska Jantzen, entwicklungen, Hannover</p>	
<p>Wed, February/March 2021 (17:30- ca. 20:00)</p>	<p>Theme-related networking evening for mentees and mentors</p> <p>The topics of the networking evenings are chosen by the mentees during the preparatory workshop</p>	
<p>1,5-2-day seminar February/March/April 2021</p>	<p>Optional Seminar (needs-oriented)</p> <p>The topic will be chosen by the mentees during the preparatory workshop</p>	

<p>Wed, April/May 2021 (17:30- ca. 20:00)</p>	<p>Theme-related networking evening for mentees and mentors</p> <p>The topics of the networking evenings are chosen by the mentees during the preparatory workshop</p>	
<p>Fri, June 11, 2021 (09:00- 14:00)</p> <p><i>Room 19/107-11 StudiOS, Neuer Graben 27</i></p>	<p>Final workshop for mentees</p> <p>At the end of the cycle, the benefits of the mentoring program with regard to the mentees' career development and personal development are evaluated. In addition, the mentees will plan how to continue their network and cooperation in the peer groups and how to continue to gain from the supportive relationships once the program has ended.</p> <p>Leaders: Dr. Marie-Kathrin Drauschke, Dr. Elke Bertke, PhD/Postdoc Career Center</p>	
<p>September 2021</p>	<p>Ceremonial kick-off event and public lecture</p> <p>A separate program will be published.</p>	

Contact person

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