



# Mentoring programs

## **Mentoring for female doctoral candidates at Osnabrück University**

“Career paths in academia and business”

### **Current program**

(as of November 14, 2017)

**Mentoring for female doctoral candidates (June 2018 - June 2019)**

**Current program**

(as of November 14, 2017) (The seminar language is German.)

Wed, November 2017	<b>Start des Bewerbungsverfahrens / Start of the application process</b>	<b>Preparation Phase</b>
Thu, January 11, 2018	<b>Bewerbungsschluss / Closing date for applications</b>	
January / February 2018	<b>Persönliche Gespräche der Bewerberinnen mit der Programmkommission / Personal discussions between the applicants and the Program Committee</b>	
Thu, March 15, 2018 (09:00-17:00) & Fri, March 16, 2016 (09:00-13:00)	<b>Vorbereitungsworkshop für Mentees / Preparatory workshop for mentees</b>  The aim of the workshop is to create a common basis for action for the 12-month mentoring program. On the basis of their personal objectives, program participants substantiate the choice of their mentors, and prepare for one-to-one mentoring and shaping the working relationship within the tandems. Together, they prepare the foundations for shaping the mentoring program according to their needs, and for cooperating in the group and with the Program Manager.  Venue: University Guest House, Lürmannstraße 33, D-49076 Osnabrück Leader: Dr. Elke Bertke, Project Management and Program Coordination [ZePrOs]	
April / May 2018	<b>Matching</b>  Mentors are recruited by the university management and the program management – tandems are created	<b>One-to-one-Mentoring &amp; Peer-Mentoring</b>
Thu, June 7, 2018 (09.00-17.00) & Fri, June 8, 2018 (09.00-17.00)	<b>Seminar "Strategische Karriereentwicklung" / Seminar "Strategic career development"</b>  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 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 in dialogue with the participants' mentors, and honed accordingly. The agenda is designed to enable participants to reflect not only individually but also together as a group, in a wide range of 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. Possible key areas of the workshop: <ul style="list-style-type: none"> <li>• Career paths, stumbling blocks and prospects in academia</li> <li>• Analysis of previous career steps, one's own career-related guiding principles and values as well as individual skills and interests</li> <li>• Evaluation of career options outside academia</li> <li>• Development of career goals and the strategies required to achieve them</li> <li>• Planning of the next steps, including individual and differentiated peer feedback</li> </ul> Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück) Leader: Franziska Jantzen, entwicklungen, Hannover	
Thu, June 28, 2018 (11.00-18.00)	<b>Seminar "Kollegiale Beratung für Doktorandinnen als Grundlage für das Peer Mentoring" / Seminar "Peer consultation for female doctoral candidates as a basis for peer mentoring"</b>  Besides one-to-one mentoring, peer mentoring is also an element of the mentoring program for female doctoral candidates. This mentoring format features a small set group of four to six individuals who undertake structured working meetings on a regular basis. At these meetings, participants exchange ideas and information on issues related to their PhD, their future career and everyday life, as well as giving each other support. The instrument of peer case consultation is the perfect working basis for peer mentoring. The good news is: no training in consultation is needed to apply this instrument. Following a set procedure, it takes the group just 30 minutes to develop numerous stimuli, ideas and suggestions for addressing all kinds of challenges that may arise at the PhD stage. Once you have attended this interactive workshop, you will be aware of various consultation concepts and formats, you will have learnt about peer consultation and the rules of the game, and you will be able to apply the instrument with confidence.  Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück) Leader: Dr. Ute Symanski, hochschulcoaching, Cologne	

<p>Thu, September 13, 2018 (15.30-ca. 19.00 Uhr)</p>	<p><b>Staffelstabübergabe in den Mentoring-Programmen für NachwuchswissenschaftlerInnen / Passing on the baton in the mentoring programs for young female scholars</b></p> <p><b>Öffentlicher Vortrag:</b> „Lebenswege innerhalb und außerhalb der Wissenschaft - Die geheimen Wahrheiten zwischen statistischen Forschungsergebnissen und persönlichen Erfahrungen“ / <b>Public lecture:</b> “Life courses within and outside academia – The secret truths between statistical research results and personal experience“ Prof. Heather Hofmeister PhD, Professor of Sociology with the specialty in the sociology of work Institute of Sociology, Goethe-University Frankfurt</p> <p>Venue: Helikonienaal (Bohnenkamp-Haus) at Osnabrück University's Botanical Garden (Albrechtstraße 29, 49076 Osnabrück) A separate program will be published.</p>
<p>September 2018 (18.00-ca. 20.30 Uhr)</p>	<p><b>Kollegialer Erfahrungsaustausch mit ehemaligen Mentees / Peer experience exchange with former mentees</b></p> <p>Host: Dr. Elke Bertke, Project Management and Program Coordination [ZePrOs] Room: to be announced</p>
<p>September 2018</p>	<p><b>Teambuilding event</b> (eintägig) / (One-day) team-building event (to be arranged during the preparatory workshop)</p>
<p>Thu, October 18, 2018 (09:00-17:00)</p> <p>Fri, October 19, 2018 (09:00-17:00)</p>	<p><b>Seminar "Miteinander reden im Konflikt - Training zum Konfliktmanagement als Führungskompetenz" / Seminar "Talking to each other in conflict – conflict management training as a leadership skill"</b></p> <p>No matter how hard we try to avoid conflict, it can be triggered by many things. Positions often become entrenched very quickly, or sometimes gradually. Tactical maneuvering takes place, alliances are formed, and at some point it simply becomes a matter of gaining the upper hand. Considerable energy is lost in the battle to convince others, to be in the right and to prevail. Although conflict is draining, it is sometimes unavoidable and advantageous: different perspectives are revealed, resulting in new, often common solutions. In the professional context, too, it is always important to “find common ground”. The seminar addresses</p> <ul style="list-style-type: none"> <li>• Signs, causes and typical courses of conflict</li> <li>• One's own and other people's behavior patterns in conflict</li> <li>• Typical patterns of escalation in conflict</li> <li>• Prevention and diagnosis of conflict</li> <li>• Addressing confrontational issues in one-to-one discussions or in a group</li> <li>• Moving towards de-escalation and resolution</li> <li>• Reflecting on and dealing with personal conflict situations</li> </ul> <p>Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück) Leader: Bettina Tausendfreund, tausendfreund - Psychologische Personal- und Organisationsberatung, Meckenheim</p>
<p>Tue, November 6, 2018 (18.00- ca.20:30)</p>	<p><b>Abendvortrag zum Thema "Resilienz" und anschließende Diskussion Evening lecture about "resilience" and discussion</b></p> <p>Discussion round followed by a dinner with mentees and mentors</p> <p>Speaker: Ulla Heilmeier, University Medical Center Göttingen Host: Dr. Elke Bertke, Project Management and Program Coordination [ZePrOs] Room: Zimeliensaal (Bibliothek Alte Münze, Alte Münze 16, Osnabrück)</p>
<p>Fri, December 7, 2018 (9:00-14:00)</p>	<p><b>Zwischenbilanzworkshop für Mentees / Stock-taking workshop for mentees</b></p> <p>Half way through, the participants jointly reflect upon and evaluate the mentoring program. In this connection, personal goals and the envisaged course are reviewed. The experiences gained in the mentoring tandem, 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-taking workshop help shape the second half of the program.</p> <p>Room: 19/107-11 ( StudiOS, Neuer Graben 27, Osnabrück) Leader: Dr. Elke Bertke, Project Management and Program Coordination [ZePrOs]</p>

<p>Do., 17. Jan. 2019 (9.00-17.00 Uhr)</p> <p>Fr., 18. Jan. 2019 (09.00-17.00 Uhr)</p>	<p><b>Seminar "Selbstpräsentation für Doktorandinnen" / Seminar "Self-presentation for female doctoral candidates"</b></p> <p>At 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 expand the knowledge gained. Role plays and presentation training are used to practice generating an appearance 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"> <li>• Making a name for yourself in research: locations, rules of the game, strategies</li> <li>• Presentation training: language and body language</li> <li>• Preparation and presentation of your own short profile</li> <li>• Video analysis of presentation exercises</li> <li>• Self-esteem training: dealing with aspects that rob you of inner energy and self-esteem</li> <li>• Dealing with performance anxiety, mental preparation for important presentations</li> </ul> <p>The exact agenda (based on participants' requests) will be planned in advance together with the Project Manager (Ms. Bertke).</p> <p>Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück) Leader: Franziska Jantzen, entwicklungen, Hannover</p>	<p><b>One-to-one-Mentoring &amp; Peer-Mentoring</b></p>					
<p>February 2019 (18.00-ca. 20.30 Uhr)</p>	<p><b>Themenbezogener Netzwerkabend / Networking evening for mentees and mentors</b></p> <p>The themes of the networking evenings are determined by the mentees during the preparatory workshop.</p> <p>Host: Dr. Elke Bertke, Project Management and Program Coordination [ZePrOs]</p>		<p><b>One-to-one-Mentoring &amp; Peer-Mentoring</b></p>				
<p>Thu, April 4, 2019 (13:00-17:00)</p> <p>resp.</p> <p>Fri, April 5, 2019 (9:00-13:00)</p>	<p><b>Stimmtraining "Eine Stimme die ankommt" / Voicetraining "A voice that makes an impression"</b></p> <p>As young female scholars, you must act convincingly and use your voice effectively in different situations. In this connection, the quality of your voice and your vocal presence play an important role in whether you are heard and how you are received. In this practical training, you will learn more about your vocal and speaking abilities and optimize them, as required: How does my voice come across? How healthy and strong is my voice? How can I use my voice effectively? These and other questions will be addressed in this voice training seminar.</p> <p>Room: Zimeliensaal (Bibliothek Alte Münze, Alte Münze 16, Osnabrück) Leader: Inge Hermann, Sprechstudio, Göttingen</p>			<p><b>One-to-one-Mentoring &amp; Peer-Mentoring</b></p>			
<p>May 2019 (18.00-ca. 20.30 Uhr)</p>	<p><b>Themenbezogener Netzwerkabend / Networking evening for mentees and mentors</b></p> <p>The themes of the networking evenings are determined by the mentees during the preparatory workshop.</p> <p>Host: Dr. Elke Bertke, Project Management and Program Coordination [ZePrOs]</p>				<p><b>One-to-one-Mentoring &amp; Peer-Mentoring</b></p>		
<p>Fri, June 21, 2019 (09:00-14:00)</p>	<p><b>Abschlussworkshop für Mentees / Final workshop for mentees</b></p> <p>At the end of the scheme, the benefits of the mentoring program with regard to the mentees' career paths and personal development are evaluated. In addition, the mentees will plan how to keep their network alive and how to continue gaining from the supportive relationships beyond the end of the program.</p> <p>Leader: Dr. Elke Bertke, Project Management and Program Coordination [ZePrOs] Room: 19/107-11 (StudiOS, Neuer Graben 27, Osnabrück)</p>					<p><b>One-to-one-Mentoring &amp; Peer-Mentoring</b></p>	
<p>September, 2019</p>	<p><b>Feierliche Abschlussveranstaltung / Ceremonial closing event</b></p> <p>A separate program will be published.</p>						<p><b>One-to-one-Mentoring &amp; Peer-Mentoring</b></p>