

## **navigare – Career Coaching for International Women\* in Science**

### **Program Schedule 2023**

#### **Information & Orientation**

**Tuesday March 21, 2023 / 9:00 a.m. – 12:30 p.m.**

A half-day online workshop to get to know the program and its methods. This workshop offers information and orientation for the decision-making to participate in the “navigare” program.

#### **TOPICS**

- Introduction into the program
- Framework for international women scientists – gender perspectives in this program
- Get to know the peers
- Clarify expectations, needs, concerns in peer-cooperation
- Peer-Coaching: what it means, how it works

#### **Module 1: Self-leadership in the German Academic System**

**Friday April 21, 2023 / 9:00 a.m. – 4:00 p.m.**

Scientists are challenged by increasing demands of leadership responsibilities. It is not easy, to manage the different requirements of research and oneself at the same time. Self-leadership comprises an individual learning journey on reflecting oneself with related roles, responsibilities, and individual potentials in the academic system.

#### **AIM**

This module aims to reflect on individual self-leadership strategies. By providing reflection, peer consulting and knowledge, the participants become more confident and comfortable in their role as women scientists with leadership responsibilities in German academia.

#### **TOPICS**

- Leading self: role awareness and related emotions, expectations and responsibilities
- Navigating oneself in the German academic system – frameworks, academic working culture and diversity dimensions
- Leading other: from self-leadership to leadership

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\* navigare was designed in the idea of promoting women in science and research in 2015. We understand woman as a gendered identity position that comprises a variety of experiences and life plans. Knowing about the struggles of trans\*, inter\* and non-binary persons in science, we would like to make the program accessible to as many interested people as possible. Anyone who identify themselves, are defined or seen as women as well as persons who identify themselves as trans\*, inter\* and non-binary who can locate themselves in this context are cordially invited to apply for participation.

## **Module 2: Skills Profile. Being Aware of “Who I Am”**

**Thursday Mai 25, 2023 / 9:00 a.m. – 4:00 p.m.**

Staying visible in the scientific community while not losing authenticity is the result of personal development. Being aware of one’s own competencies, skills, roles and communication is a profound basis to build on achievements for further networking and career developments. Providing a clear self-image and a professional skills profile is a door opener for future collaboration opportunities.

### **AIM**

In this workshop participants will increase their awareness of own qualities and skills. Having a clear and professional self-image helps to feel more self-confident and enhance the individual networking capabilities. Developing a professional skills profile and becoming more visible as a scientist is another asset of this unit.

### **TOPICS**

- Development of a skills profile – awareness of one’s own capabilities
- Reflection on self-confidence and gender-related impact in self-marketing
- Strengthening self-awareness by professional skills marketing

## **Module 3: Career Paths. Get on with Your Career!**

**Thursday June 22, 2023 / 9:00 a.m. – 4:00 p.m.**

Internationalization and international cooperation provide a growing demand for skilled work forces at the job market. Yet, balancing career planning and work-life-balance in this context is a challenging task. It requires reflection about needs, wishes, the individual skills profile and knowledge about possible working fields.

### **AIM**

This workshop aims at clarifying the individual work-life balance. Coaching will support reflection on individual needs and frameworks for possible next career steps. Providing backgrounds of employer’s perspectives as well as thinking careers out of the box is another asset.

### **TOPICS**

- Motivations, needs and work-life-balance in career planning
- Careers in and outside of academia – experience exchange
- Win-win or win-lose? – reflection on possible career ideas

## **Module 4: Conflict Management & Resilience**

**Thursday July 20, 2023 / 9:00 a.m. – 4:00 p.m.**

Conflict management skills evolve around making sure everyone feels heard and respected while negotiating a mutually beneficial solution that everyone involved can accept. It does not necessarily mean to please everyone or remove all disagreements. Especially in conflict situations, managing emotions can become challenging.

### **AIM**

This workshop aims at sensitization for typical conflict patterns. Participants get support in acquiring coping strategies for difficult situations. An understanding of resilience and emotional states will help to better assess potential stress situations and to shape communication actively.

### **TOPICS**

- Managing conflict situations: challenges, constraints, intervention possibilities
- Self-reflection: understanding own coping strategies and communication patterns
- Creating dialogues and keep on working regardless of difficult circumstances

## **Module 5: Networking & Tea Time**

**Friday September 15, 2023 / 9:00 a.m. – 4:00 p.m.**

Conferences, talks, working groups and research projects offer contact opportunities with other researchers from different disciplines and countries. Being well connected and carrying out research in cooperative partnerships supports chances for further career opportunities.

### **AIM**

This workshop aims to introduce into the hidden rules of academic networking and to explain how you can benefit from these networks. A tea time dialogue with women scientists in leadership positions provides possibilities for experience exchange.

### **TOPICS**

- International networking: aims, reasons, challenges and constraints
- Professionalizing networking: tools and communication
- Tea Time: talk with women scientists in leadership positions

## **Module 6: Sustainable Dialogues in Academic Settings**

**Friday October 13, 2023 / 9:00 a.m. – 4:00 p.m.**

Moderating working processes can pave the way to profound learning, creative thinking and collaborative work. Aims could be manifold like leading a discussion, joint elaboration of results, opening floor for reflection or supporting decision-processes. Group work opens room for exchanging knowledge, new ideas, synergies but also for arising disagreements, opposition, criticism and feedback.

### **AIM**

This workshop aims to establish a method-based setting for group collaboration, to understand group dynamics and not to lose sight of the central theme despite possible tensions.

### **TOPICS**

- Establishing frameworks for professional group dialogues
- Moderating discussions, contradictions, decision making in joint meetings
- Interventions and suitable action possibilities during group work

## **Module 7: International Teamwork in Academia**

**Thursday November 16, 2023 / 9:00 a.m. – 4:00 p.m.**

Teamwork in academia is characterized by diverse characters, which can establish a very creative and supportive team culture. This can lead to innovation and creativity – but could also lead to tensions and frictions. Working styles in cross-cultural environments often develop their own dynamics that are hardly predictable and not easy to manage.

### **AIM**

This workshop aims to provide impulses and techniques for a flexible skillset of leadership and intervention methods to keep on cooperating and to remain focused on common goals.

### **TOPICS**

- Team dynamics and cultural impact in cross-cultural working groups
- Promoting confidence and trust, strengthening relationships
- Common challenges and conflicts in cross-cultural teamwork

**Tuesday December 05, 2023 / 9:00 a.m. – 12:00 p.m.**

## **Final Evaluation**

A half-day workshop for the participants to review on what they have experienced and learned while participating in this program.

### **TOPICS**

- Review of program outcome
- Reflection of skills development and experiences
- Next steps in career development
- Agreements on further cooperation with the group

The navigare - career coaching program is offered by the Equal Opportunities Office of Bremen University.

**CONTACT**

Dr. Lisa Spanka  
Program Management

University of Bremen  
Equal Opportunities Office  
Phone: +49 (0)421 218-60186  
Email: [lisa.spanka@vw.uni-bremen.de](mailto:lisa.spanka@vw.uni-bremen.de)

[www.uni-bremen.de/navigare-career-coaching](http://www.uni-bremen.de/navigare-career-coaching)