

## Overview of the workshop programme

# Team work & leadership competencies in academia and beyond

## Youngster – team player – key player

1 October 2009, 9.00 – 17.00

University of Leipzig, Graduate School "Building with Molecules and Nano-objects" [BuildMoNa]

Trainer: Dr. Simon Golin, GOLIN WISSENSCHAFTSMANAGEMENT, Hamburg

When PhDs make the transition into the labour market they are often expected to take on leadership responsibilities. Not only careers outside the higher education sector but also such in academia involve leadership roles – e.g. in the supervision of students or junior colleagues or the 'lateral guidance' of colleagues. A better understanding of leadership mechanisms is also useful in situations where one is being led, for example as a PhD candidate by a supervisor. 'Bottom up' leadership techniques can contribute to the success of cooperation in this context.

With sound knowledge of leadership, team dynamics can be optimized and situations of conflict better managed. New recruits can therefore grow with their leadership role and constructively work with their colleagues.

In this workshop participants will be introduced to the most important leadership styles and techniques and will acquire knowledge of the methodical approach to leadership tasks. The following topics will be covered:

- >> Basics of team work & leadership:  
An overview of leadership tasks and styles
- >> My leadership profile:  
Stocktaking of my key skills
- >> Ambiguous hierarchies:  
What does leadership mean in academia?
- >> Manager-employee discussions as a leadership tool:  
Setting common objectives
- >> Role change:  
Staff member – colleague – boss
- >> Keeping the peace:  
Conflict management and strategies for negotiation in the work place
- >> Being new in a position:  
My first 100 days as boss
- >> Team work & leadership competencies:  
My next steps

Dr. Simon Golin [Hamburg] heads the consultancy company GOLIN WISSENSCHAFTSMANAGEMENT. For more than 15 years now he has been involved with not-for-profit management – with a focus on science, education and the foundation sector. Amongst other things, he has been managing director of the "Deutscher Studienpreis" at the Körber foundation, secretary general of the German National Ethics Council and secretary general of the Academy of Sciences and Humanities in Hamburg. Since the inception of GOLIN WISSENSCHAFTSMANAGEMENT in 2002 he and his team have supported numerous reputable scientific institutions with consultancy and training.