

PROGRAMME OF EVENTS

WISE 2023/2024 FOR THE ACADEMIC STAFF



→ PERSONNEL DEVELOPMENT FOR ACADEMIC STAFF

BRIEF OVERVIEW

Thu.12.10.2023

10:00-12:00 a.m.

Good scientific practice. Handling, challenges, conflicts.
Classroom event for all academic staff

Fri.20.10.2023

12:00 a.m. to 1:30 p.m.

PhD... what comes next? Exploring academic career paths.
Online event for doctoral candidates and early postdocs

Tues.24.10.2023

10:00-12:00 a.m.

Science communication: Yes, please! – Basics and more
Online event for all academic staff

Thu.26.10.2023

17:30-19:30 p.m.

Presenting the Department for Academic Staff Development
Classroom event for international researchers

Thu.02.11.2023

16:00-17:30 p.m.

Science Management as a career option for academics?!
Online event for research assistants (WiMis)

Tues.14.11.2023

9:00 a.m. to 3:00 p.m.

Moderating sessions
Classroom event for all academic staff

Wed.15.11. & Thu.16. 11.2023

50 minutes per Person, from 9 a.m.

With a clear voice – an individual voice training
Online event for professors (individually)

Tues.21.11.2023
10:00-11:30 a.m.

Publish & Shine – with Open Access, CC licences and support package
Online event for all academic staff

Wed.29.11.2023
9:00 a.m. to 1 p.m.

Voice & mood
Classroom event for all academic teachers

Fri.01.12.2023
10:00-12:00 a.m.

Unconscious Bias
Keynote presentation for all academic staff

Tues.05.12.2023
4:00-6:00 p.m.

Research proposals – Do's and Don't's
Online event for doctoral candidates and postdocs

Fri.08.12.2023
9:00 a.m. to 1:00 p.m.

Unconscious Bias II
Workshop for all academic staff

Tues.12. & Wed.13.12.2023
9:00 a.m. to 5:00 p.m.

Effective leadership in science – Self-conception, instruments, strategies
Classroom event for professors including newly appointed professors and junior professors

Tues.09.01.2024
4:00-5:00 p.m.

Importance and benefits of annual reviews
Online event for research assistants (WiMis)

Fri.19.01.2024
10:00-12:00 a.m.

„Black Box appointment“. Behind the scenes of professorship appointment procedures
Online event for advanced doctoral candidates, postdocs and junior professors

Thu.25.01.2024
starting 6 p.m.

Recruiting-Dinner

Classroom event for doctoral candidates and early postdocs

Thu.25. & Fri.26.01.2024
9:00-12:30 a.m.

Navigating the shark tank. Power games and micropolitical competence in academia (I and II)

Classroom event for doctoral candidates, postdocs and junior professors

Wed.14.02.2024
9:00-12:30 a.m.

Navigating the shark tank. Power games and micropolitical competence in academia (III)

Classroom event for doctoral candidates, postdocs and junior professors

Wed.21. & Thu.22.02.2024
9:00 a.m. to 5:00 p.m.

Understanding and dealing with conflicts in organisations

Classroom event for advanced doctoral candidates, postdocs and professors

All events will start „sine tempore“ (s.t.).

Participation in the personnel development offers for academics must be agreed with the superior. Offers in consultation with the superior can only be taken up if your area of responsibility requires it and the work processes permit this.

GOOD SCIENTIFIC PRACTICE. HANDLING, CHALLENGES, CONFLICTS.

Target group: all academic staff

Format: Classroom event

Language: German

An essential prerequisite for scientific work is compliance with the rules of 'good scientific practice'. This includes not only the conscientious collection and careful handling of scientific data but also the observance of rules of communication between scientists. The [ethics guideline](#) of Leuphana University states in this regard that good scientific practice is lived and practiced through suitable framework conditions and by anchoring it in the scientific culture must be lived, taught and practiced. The aim of this event is to give an introduction to the basic rules of good scientific practice and to show which forms of handling and which possibilities exist for dealing with various challenges and conflicts in science. Based on the guidelines of the DFG and the guidelines of Leuphana University to ensure good scientific practice, the framework for action will be shown in concrete terms, which describes the procedural steps for resolving conflicts in scientific practice. Participants will also be encouraged to discuss concrete questions and problems regarding the rules of good scientific practice in a discussion.

Date: Thu.12.10.2023, 10:00-12:00 a.m.

Room/ Location: C7.320

Speaker: Prof. Dr. Werner Härdtle, Institute of Ecology, Faculty of Sustainability at Leuphana University Lüneburg

Registration required. Please register via the online portal of the Internal Training:

<https://www.leuphana.de/intranet/weiterbildung/details/gute-wissenschaftliche-praxis-umgang-herausforderungen-konflikte.html>

PHD...WHAT COMES NEXT? EXPLORING ACADEMIC CAREER PATHS

Target group: Doctoral candidates and postdocs

Format: Online event

Language: German

Many doctoral candidates do not begin to look more closely at their own career preferences and possible occupational fields until they have completed their doctorate. However, the competitive field of science requires early knowledge, reflection and sounding out of individual career goals and structurally possible career paths as well as one's own competences and resources, which facilitate or impede career opportunities in science. By providing concrete information, the event encourages participants to reflect on the opportunities and challenges of career development in the science system to be able to consciously shape the next steps on the path to science. Alternative career paths outside of the classic university science career will also be briefly discussed.

Date: Fri.20.10.2023, 12:00 a.m. to 1:30 p.m.

Room/ Location: Access data to the online room will be provided shortly before the start of the event.

Speaker: Dr. Hannah Jacobmeyer is the Academic Personnel Development Officer for academic staff at Leuphana University Lüneburg.

Registration required. Please register via the online portals of the Internal Training or GradSkills:

<https://www.leuphana.de/intranet/weiterbildung/details/promotion-und-was-dann.html>

<https://www.leuphana.de/graduate-school/gradskills/schluesselkompetenzen/karriereperspektiven-entwickeln.html>

SCIENCE COMMUNICATION: YES, PLEASE! – BASICS AND MORE

Target group: all academic staff

Format: Online event

Language: German

We will embark on a two-hour journey through science communication. Everyone who wants to get an overview, who finally wants to get started with their communication or who is interested in practical tips and tools is cordially invited. The event will provide answers to the following questions, among others:

- What are the goals and formats of science communication?
- What are its motivations and benefits?
- What is of interest to readers/listeners?
- How do I create a text that people like to read?
- How can I use social media (e.g. Twitter) for my purposes?

Date: Tues.24.10.2023, 10:00-12:00 a.m.

Room/ Location: Access data to the online room will be provided shortly before the start of the event.

Speaker: Dr. Katharina Myslowski-Graßmay is Research Communication Officer at Leuphana's Research Service.

Registration required. Please register via the online portals of the Internal Training or GradSkills:

<https://www.leuphana.de/intranet/weiterbildung/details/wissenschaftskommunikation-ja-ich-will-grundlagen-und-mehr.html>

<https://www.leuphana.de/graduate-school/gradskills/schlueselkompetenzen/selbstkompetenzen-staerken.html>

PRESENTING THE DEPARTMENT FOR ACADEMIC STAFF DEVELOPMENT

Target group: international researchers

Format: Classroom event

Language: English

The Department for Academic Staff Development introduces its programme: From October onwards, there will be lectures, workshops and meetings on the topics of research, teaching, knowledge transfer, gender and diversity and interdisciplinary skills. International researchers are cordially invited to participate. Sessions are held in English or German. The responsible officer in the department also warmly invites you to individual discussions.

Date: Thu.26.10.2023, 17.30-19:30 p.m.

Room/ Location: C14.203

Speaker: Dr. Hannah Jacobmeyer is the Academic Personnel Development Officer for academic staff at Leuphana University Lüneburg.

Registration required. Please register via the [International Office](#).

SCIENCE MANAGEMENT AS A CAREER OPTION FOR ACADEMICS?!

Target group: Research assistants (WiMis)

Format: Online event

Language: German

You will learn what distinguishes science management, what fields of work there are, which competencies the field requires and how the path from academia to science management can be successful. You will be encouraged to realistically assess whether the path to science management can be a possible career option for you.

Content: General information on science management, working conditions in science management, required qualifications, career paths in science management, qualification and further training opportunities.

Date: Thu.02.11.2023, 16:00-17:30 p.m.

Room/ Location: Access data to the online room will be provided shortly before the start of the event.

Speaker: Dr. Hannah Jacobmeyer is the Academic Personnel Development Officer for academic staff at Leuphana University Lüneburg.

Registration required. Please register via the online portals of the Internal Training or GradSkills:

<https://www.leuphana.de/intranet/weiterbildung/details/wissenschaftsmanagement-als-karriereoption-fuer-wissenschaftlerinnen-3.html>

<https://www.leuphana.de/graduate-school/gradskills/schluesselkompetenzen/karriereperspektiven-entwickeln.html>

MODERATING SESSIONS

Target group: all academic staff

Format: Classroom event

Language: German

Meetings are part of everyday working life, yet it is not always possible to make efficient use of the time available. In this workshop you will look at how you, as a facilitator, can influence the course of a meeting. We will take a closer look at the preparation of a meeting, reflect on human behaviour in group situations and clarify critical situations that can arise during a meeting.

By the end of the workshop, you will have a better understanding of the dynamics of the meetings you will be facilitating and will be able to take these into account in your preparation. You will have an overview of meeting frameworks and be able to develop variations for them. You will be given the opportunity to develop your own agenda for facilitating meetings.

Date: Tues.14.11.2023, 9:00 a.m. to 3:00 p.m.

Room/ Location: C40.176

Speaker: Dr. Claudia Nounla holds a diploma in adult education, works as organisational consultant and supervisor (DGSv). Her training involved theme-centered interaction, organisational development, coaching and supervision. She was a research assistant at the KHN from 2005 to 2014. Main areas of work: Supervision/coaching and further training for teachers and managers, process support in change processes and conflicts.

Registration required. Please register via the online portals of the Internal Training or GradSkills:

<https://www.leuphana.de/intranet/weiterbildung/details/besprechungen-zielorientiert-moderieren.html>

<https://www.leuphana.de/graduate-school/gradskills/schluesselkompetenzen/details/besprechungen-zielorientiert-moderieren.html>

WITH A CLEAR VOICE – AN INDIVIDUAL VOICE TRAINING

Target groups: professors

Format: Online event

Language: German

The courage to use the voice as a means of expression and to explore one's own possibilities grows out of the preoccupation with one's own voice. By giving an impression of the state of mind, personality and motives of the speaker, the voice conveys much more than the mere content of what is said. The quality of the voice sound and its ability to modulate determine, among other things, its liveliness and persuasiveness. Your body is your greatest supporter, because even minimal changes in posture have a positive influence on resonance and volume or on any susceptibility to hoarseness. You will receive exercises tailored to your personal needs, which you can implement independently in your everyday life. The aim is to create a coherent performance so that the person, voice and content are shown to

advantage in a confident and convincing manner and your voice remains powerful even over longer periods of speaking.

Content:

- Breathing, voice and body language exercises
- Work on a self-selected text excerpt
- Short presentation
- feedback
- Gender and diversity are consistently included and a gendersensitive language is used.

Date: Wed.15.11.2023 and Thu.16.11.2023, 50-minute individual training sessions starting at 9:00 a.m.

Room/ location: Access data to the online room will be provided shortly before the start of the event.

Speaker: Heike Hofmann holds degrees in German and theatre studies. She runs the company körper & sprache (body & language) and supports academics of all qualification levels as a communication and presentation trainer/coach. Heike Hofmann is active in universities, scientific organisations (e.g. DAAD, DFG, DHV) and business enterprises (e.g. Lufthansa, Robert Bosch, Städtetag Stuttgart).

Registration required. Please register via the online portal of the Internal Training:

<https://www.leuphana.de/intranet/weiterbildung/details/mit-klarere-stimme-ein-stimmtraining-im-einzelsetting.html>

PUBLISH & SHINE – WITH OPEN ACCESS, CC LICENCES AND SUPPORT PACKAGE

Target group: all academic staff

Format: Online event

Language: German

This event is dedicated to the question of how the visibility of publications can be increased in order to achieve the broadest possible resonance. In this context, the publication form Open Access - the free access to research literature - plays a decisive role. In addition to the basics of scientific publishing with a focus on Open Access, related topics such as Creative Commons licenses or the selection of suitable publication venues will be examined in more detail. This theoretical input will then be used to identify practical ways of making one's publications more traceable, both for the scientific community and beyond. In this context, the participants will get to know the corresponding infrastructure offers, financing options and consulting services at Leuphana, which will support them in the implementation of their publication projects.

Date: Tues.21.11.2023, 10:00-11:30 a.m.

Room/ Location: Access data to the online room will be provided shortly before the start of the event.

Speaker: Gesa Baron (E-Science & Media Management, MIZ)

Registration required. Please register via the online portals of the Internal Training or GradSkills:

<https://www.leuphana.de/intranet/weiterbildung/details/publish-shine-mit-open-access-cc-lizenzen-und-foerderpaket.html>

<https://www.leuphana.de/graduate-school/gradskills/schluesselkompetenzen/forschung-und-wissenschaft-managen.html>

VOICE & MOOD

Target group: all academic teachers

Format: Classroom event

Language: German

Without a resilient voice, the teaching profession is inconceivable. Nevertheless, according to a study by the Leuphana University (2013), about 25 per cent of all teachers have been unable to work at least once due to vocal overload. For teachers, a healthy voice is essential. However, it must not only be able to cope with the daily

strain, but it also fundamentally determines whether what is said is received by the listeners or not.

How can I influence the sound and volume of my speaking voice? How can I ensure that I am well understood by everyone? Our moods are also audible, through our voice and the way we speak. The way we speak influences the mood and concentration in the room.

In this seminar you will gain an insight into the connections between body posture, body language, breathing, vocalisation, clarity of pronunciation and their effect. With the help of many practical exercises, you will acquire the ability to use your voice in a physiologically meaningful way and to remain vocally assertive and powerful. The aim is to increase your (not only vocal) confidence and enjoyment of speaking, combined with a better effect on the audience.

Please wear comfortable clothes.

Date: Wed.29.11.2023, 9:00 a.m. to 1:00 p.m.

Room/ Location: Wilschenbrucher Weg 84, W101

Speaker: Almut Roeßler holds a degree in speech studies. Since 2010, she has led basic and advanced courses for student teachers in the subject of speech training at Leuphana and has been active in teacher training (SchiLF) since 2013. Since the winter semester 2022/2023, she has been the subject coordinator for the subject Speech Education/Oral Communication. She has also been a lecturer for the subject of speech education at the Hamburg University of Music and Theatre for many years.

Registration required. Please register via the online portal of the Internal Training:

<https://www.leuphana.de/intranet/weiterbildung/details/stimme-stimmung.html>

UNCONSCIOUS BIAS

Target group: all academic staff

Format: Online event

Language: English

The aim of the keynote presentation on 'Unconscious Bias' is to provide academics at Leuphana University Lüneburg with an understanding of the impact of

unconscious bias on their research, collaboration and decision-making processes. The presentation will cover the basics of unconscious bias, including neuroscience, types of unconscious bias, and factors that contribute to the development of bias. It also explains the consequences of unconscious bias in the workplace. This event will be followed by an interactive workshop on the same topic on 8 December. Participation in the workshop requires attendance at the keynote presentation.

Date: Fri.01.12.2023, 10:00-12:00 a.m.

Room/ Location: Access data to the online room will be provided shortly before the start of the event.

Speaker: **Sanin Hasibović**, M.A./MES, is a trainer, mediator, consultant and coach. He holds degrees in Journalism and Communication Studies, Economics and Eastern European Studies (FU-Berlin), EU Studies (Centre International de Formation Européenne) and Environmental Management and Policy (University of Lund). Among his clients are governmental organisations, research institutions, authorities and non-profit organisations (e.g. GIZ, KfW, BKA, political foundations, Fraunhofer-Institutes, Max-Planck-Institutes) as well as companies.

Registration required. Please register via the online portals of the Internal Training or GradSkills:

<https://www.leuphana.de/en/intranet/further-training/details/unconscious-bias.html>

<https://www.leuphana.de/en/graduate-school/gradskills/competencies/details/unconscious-bias.html>

RESEARCH PROPOSALS – DO'S AND DON'T'S

Target group: Doctoral candidates and postdocs

Format: Online event

Language: German or English

For scientists it is important to know how to obtain third-party funding for their research. However, in contrast to a publication, proposals are subject to different guidelines. Despite a broad landscape of funding bodies, there are, however,

recurring elements that will be presented in the event. In addition to practical advice on drafting applications, legal and financial aspects will be addressed, and the perspectives of reviewers and funders will be considered.

The aim is to provide participants with a framework for different funding formats and basic knowledge for developing a personal third-party strategy.

Date: Tues.05.12.2023, 4:00-6:00 p.m.

Room/ Location: Access data to the online room will be provided shortly before the start of the event.

Speaker: Dipl.-Oec. Anke Zerm is Head of Leuphana's Research Service.

Registration required. Please register via the online portals of the Internal Training or GradSkills:

<https://www.leuphana.de/en/intranet/further-training/details/submittlung-research-proposals-dos-and-donts.html>

<https://www.leuphana.de/en/graduate-school/gradskills/competencies/details/submittlung-research-proposals-dos-and-donts.html>

UNCONSCIOUS BIAS II

Target group: all academic staff

Format: Classroom event

Language: English

The aim of the event is to provide academics with a deeper understanding of the impact of unconscious bias on their research, collaboration and decision-making processes. The workshop uses interactive exercises, discussions and case studies to raise participants' awareness of the subtle influences of unconscious bias in academic contexts and to provide them with concrete strategies for identifying and minimising these biases.

Specifically, it addresses

- The manifestation of unconscious bias in the workplace
- The resulting social privileges for dominant groups in the organisation
- Analysis of behavioural patterns using a video
- Avoidance strategies

- Strategies and actions to reduce unconscious bias at both organisational and individual levels

Please note that participation in the workshop requires attendance of the keynote presentation on 1st December.

Date: Fri.08.12.2023, 9:00 a.m. to 1:00 p.m.

Room/ Location: C40.147

Speaker: Sanin Hasibović, M.A./MES, is a trainer, mediator, consultant and coach. He holds degrees in Journalism and Communication Studies, Economics and Eastern European Studies (FU-Berlin), EU Studies (Centre International de Formation Européenne) and Environmental Management and Policy (University of Lund). Among his clients are governmental organisations, research institutions, authorities and non-profit organisations (e.g. GIZ, KfW, BKA, political foundations, Fraunhofer-Institutes, Max-Planck-Institutes) as well as companies.

Registration required. Please register via the online portals of the Internal Training or GradSkills:

<https://www.leuphana.de/en/intranet/further-training/details/unconscious-bias-ii.html>

<https://www.leuphana.de/en/graduate-school/gradskills/competencies/details/unconscious-bias-ii.html>

EFFECTIVE LEADERSHIP IN SCIENCE – SELF-CONCEPTION, INSTRUMENTS, STRATEGIES

Target group: Professors, including newly appointed professors and junior professors

Format: Classroom event

Language: German

First-time professors and (junior) professors are faced with the task of taking on formal leadership responsibilities (for the first time) at the same time as arriving at a new institution and/or setting up a working group from scratch. They therefore have to explore their own understanding of leadership and bring this to life against the background of the complex work requirements and the specific characteristics

of the new organization. This becomes concrete in both strategic (e.g. positioning one's own professorship/research at the institute, in the organization, in the community) and operational leadership tasks (e.g. selecting personnel and forming a team). This workshop strengthens the participants in developing an individual understanding of leadership so that they can act confidently in different research and organizational contexts. In addition to self-reflection, instruments for the selection, leadership and development of personnel are presented and the basics of professional interviewing are taught. The latter is the central tool in any form of leadership. In addition, the challenges that arise from the multitude of demands on a professorship are addressed and strategies for dealing with them are developed together.

Content: Development of an individual understanding of leadership, self-leadership, time management and delegation, leadership requirements in science, professional communication in personnel management, instruments of personnel selection, leadership and development, specifics of doctoral supervision.

Date: Tues.12.12.2023 and Wed.13.12.2023, 9:00 a.m. to 5:00 p.m.

Room/ Location: C40.153

Speaker: **Dr. Neela Enke** has been working as a trainer since 2011 with a focus on conflict and diversity management as well as career development in higher education and research. As a certified coach and trained mediator, she supports post-docs, university employees as well as managers and accompanies people, teams and organizations in the constructive resolution of conflicts.

Registration required. Please register via the online portal of the Internal Training:
<https://www.leuphana.de/intranet/weiterbildung/details/wirksam-fuehren-in-der-wissenschaft-selbstverstaendnis-instrumente-strategien.html>

IMPORTANCE AND BENEFITS OF ANNUAL REVIEWS

Target group: Research assistants (WiMis)

Format: Online event

Language: German

According to the 'Dienstvereinbarung', your superiors are obliged to offer you an annual interview once a year, which you can accept or refuse. Likewise, you have the option of requesting such a discussion from your superiors. Perhaps you are wondering what sense and benefit such a discussion can have for you? Perhaps you are uncertain about what to expect at an annual meeting and how to deal with it? Perhaps you have concrete concerns or questions that you would like to discuss in a protected circle with colleagues in a similar situation? The aim of the event is to familiarise you with the framework conditions, the process and the meaning and benefits of annual interviews for your academic career development and to clarify open questions so that you can enter the interview confidently and in a targeted manner.

Date: Tues.09.01.2024, 4:00-5:00 p.m.

Room/ Location: Access data to the online room will be provided shortly before the start of the event.

Speaker: Dr. Hannah Jacobmeyer is the Academic Personnel Development Officer for academic staff at Leuphana University Lüneburg.

Registration required. Please register via the online portals of the Internal Training or GradSkills:

<https://www.leuphana.de/intranet/weiterbildung/details/sinn-und-gewinn-von-jahresgesprachen-fuer-wissenschaftliche-mitarbeiterinnen-2.html>

<https://www.leuphana.de/graduate-school/gradskills/schlueselkompetenzen/selbstkompetenzen-staerken.html>

„BLACK BOX APPOINTMENT“. BEHIND THE SCENES OF PROFESSORSHIP APPOINTMENT PROCEDURES

Target group: Advanced doctoral candidates, postdocs und junior professors

Format: Online event

Language: German

Applicants in appointment procedures can usually only actively participate in small sections of an appointment procedure that is extremely important for their own career and usually extends over a long period of time, for example when they are invited to a personal interview. From the applicant's perspective, by far the largest part of the process takes place 'behind the scenes': The selection process involves a large number of university and (non-)academic actors, consists of various selection steps that build on each other and is flanked by various quality assurance mechanisms. The event aims to give young researchers insights into these, from their point of view, "hidden" processes and to make transparent how the selection process in the run-up to filling a professorship takes place structurally.

Date: Fri.19.01.2024, 10:00-12:00 a.m.

Room/ Location: Access data to the online room will be provided shortly before the start of the event.

Speaker: **Michaela Kaufmann** is Head of the Appointment Management at Leuphana University Lüneburg.

Registration required. Please register via the online portal of GradSkills:

<https://www.leuphana.de/graduate-school/gradskills/schluesselkompetenzen/karriereperspektiven-entwickeln.html>

RECRUITING DINNER

Target group: Doctoral candidates and postdocs at an early stage

Format: Classroom event

Language: German

On 25 January 2024, the Career Service will host the next Recruiting Dinner. The idea is for employers and students to get to know each other in a relaxed atmosphere over a festive 3-course meal. Doctoral students and postdocs in the early stages of their career as well as Master's students are invited to apply for the dinner. A strong network and personal contacts to HR managers are important success factors for starting a career in business and society and for a professional career outside

academia. The 2024 Leuphana Recruiting Dinner will focus on law, business administration, economics and politics.

Date: Thu.25.01.2024, starting 6 p.m.

Room/ Location: Central Building

More information will follow.

NAVIGATING THE SHARK TANK. POWER GAMES AND MICROPOLITICAL COMPETENCE IN ACADEMIA

Target group: Doctoral candidates, postdocs and junior professors

Format: Classroom event

Language: English

Are you navigating the ‚shark tank‘, just trying to survive, do you feel like a ‚shark‘, or are you actually placed in a peaceful ‚goldfish pond‘? Concerning social interactions, research environments may vary a great deal!

In Germany and elsewhere researchers are embedded in specific hierarchical constellations. Regardless of their position at the top, middle or lower levels of their organization, sometimes they meet irritating and even incomprehensible behavior and outcomes: formal regulations may be bypassed, expertise and institutionally defined responsibility may turn out to be unimportant when decisions are taken, rival camps may impede reasonable cooperation, etc.

Some processes involving power games are perceived as unproductive, frustrating or even annoying. However, experience also tells us that difficult situations can be mastered by analyzing the dynamics of key situations and of the players‘ interests involved, by skillful communication and, generally, by a power-conscious approach. The theoretical approach of micropolitics and its conceptual enhancement provide a framework to systematically grasp manifestations of the everyday uses of power in organizations. However, micropolitics is not just about people in leadership positions or about power-abuse. In fact, self-interests are pursued at all organizational levels and may be ethically motivated. Individual or collective strategies are

used to exert informal influence or to avoid control by others. Of central interest is the question of power resources, also from a diversity perspective.

The subject matter of the lecture can enrich your (virtual) tea kitchen talks with an important shadow topic in your own organization. Above all, you can deepen your understanding of the power processes and the 'games' played in your own environment. In the workshop, moreover, you have the opportunity to reflect on your own power resources and roles in micropolitical games - as 'victims' or 'agents' – supported by a systematic and unbiased approach. You can identify strategies to pursue your goals more effectively and gain perspective on how to further enhance your personal micropolitical competence pursuant to the workshop.

Date: Thu.25.01.2023, Fri.26.01.2023 and Wed.14.02.2023, 9:00-12:30 a.m.

Room/ Location: Access data for the online room will be provided shortly before the start of the event.

Speaker: Dr. Veronika Fuest is a certified consultant (systemic transactional analysis) and trainer. Extensive experience in science: multidisciplinary academic qualifications, involvement in collaborative research projects of various scientific institutions as well as own research including actor and institutional analyses in the field of science; in science management internal consulting and process moderation as well as supervision of ombudsman matters; academic teaching (including political anthropology). In addition, experience in development cooperation and activities as an expert for BMBF, DFG and Volkswagen Foundation.

Registration required. Please register via the online portal of the Internal Training:

<https://www.leuphana.de/intranet/weiterbildung/details/navigating-the-shark-tank-power-games-and-micropolitical-competence-in-academia.html>

UNDERSTANDING AND DEALING WITH CONFLICTS IN ORGANIZATIONS

Target group: Advanced doctoral candidates, postdocs, research assistants (WiMis), professors

Format: Classroom event

Language: German

At the end of the workshop, you will be able to better understand conflicts and classify them according to their severity. You will be able to recognize conflict potential in your own work environment and deal with it cooperatively and have learned something about yourself and your behavior in conflict situations.

When people are working together, conflicts arise for various reasons. In this workshop you will explore the conditions under which conflicts can be used for the development of organizations and personal growth. You will reflect on conflicts with the help of socio-psychological models and develop ways to deal with conflicts with the aim of strengthening cooperation. In this workshop, special attention will be paid to the potential for conflict at universities.

Date: Wed. 21.02.2024 and Thu. 22.02.2024, 9:00 a.m. to 5:00 p.m.

Room/ Location: C40.147

Speaker: Dr. Claudia Nounla holds a diploma in adult education, works as organisational consultant and supervisor (DGSv). Her training involved theme-centered interaction, organisational development, coaching and supervision. She was a research assistant at the KHN from 2005 to 2014. Main areas of work: Supervision/coaching and further training for teachers and managers, process support in change processes and conflicts.

Registration required. Please register via the online portal of the Internal Training:
<https://www.leuphana.de/intranet/weiterbildung/details/konflikte-in-organisationen-verstehen-und-bearbeiten.html>