

## Training course Professional Leadership in Science (english)

Professional Leadership in Science is the ZWM's innovative, first-class development program for experienced managers in the science system. It is designed for people in management positions with personnel and ideally also budget responsibility with at least one year of management experience. The program focuses on the future management challenges of the modern working world and offers participants an interactive learning and development space for the targeted acquisition of the necessary skills.

The focal points of the modular program are based on the following core competencies Self management („Lead Self“), Team development („Lead Team“) and Organisational development („Lead Organisation“).

The special leadership challenges in scientific institutions (e.g. leadership in matrix structures, committees and expert groups, lateral leadership) as well as the requirements of modern working environments (e.g. agile leadership, new work, hybrid leadership) form a consistent frame of reference. Based on systematic reflection on these challenges, effective management methods and tools are taught and illustrated using best practice examples from scientific institutions.



### Your personal background:

- ▶ Professional Leadership in Science is designed for people in management positions with personnel and ideally also budget responsibility with at least one year of management experience. Participants may be executives from academic as well as non-academic areas of universities and other scientific institutions.



### Dates and locations:

- ▶ **Kick-Off**  
17.10.2023  
Online, Zoom-Meeting (15:00-17:00 Uhr)
- ▶ **Module 1 Self management**  
08.11. - 09.11.2023  
STEYG EventSpace, Stuttgart
- ▶ **Module 2 Team development**  
13.12. - 14.12.2023  
Hoffmanns Höfe, Frankfurt/Main
- ▶ **Module 3 Organisational development**  
17.01. - 18.01.2024  
Hotel Franz, Essen
- ▶ **Retrospective**  
06.02.2024  
Online, Zoom-Meeting (15:00-17:00 Uhr)



### Content of the workshops:

- ▶ **Self management** („Lead Self“):  
Develop awareness of your own values and strengths to create space for personal growth, leave your comfort zone, and take risks
- ▶ **Team development** („Lead Team“):  
Deal with emotions, team dynamics and conflicts with confidence, overcome silo thinking, and develop a sense of unity
- ▶ **Organisational development** („Lead Organisation“):  
Embody the mission statement and common values, boldly promote strategies and changes, and enable long-term personnel development



### Lecturers:

- ▶ Trainers from WANDELPLAN GmbH, Alzenau  
WANDELPLAN (formerly Institut Almut Probst) has been working successfully with the ZWM for more than ten years in the areas of leadership, communication, organisational development and change management. It stands for first-class professionalism and a well-founded reference to the science sector.



### Fees:

- ▶ **Course fee**  
3.090 Euro / for ZWM-Members 2.472 Euro  
**Gross meeting allowance (subsistence without breakfast and hotel accommodation)** 495 Euro

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