

HELMHOLTZ Leadership Academy

PROGRAM: Leading your Group

TARGET GROUP:

For early career researchers, who are in the process of setting up their first group. This involves leaders of a Helmholtz Young Investigator Group or leaders of a comparable independent junior research group, such as the Emmy Noether Program. Leading your Group is designed for scientists who have to set up and lead their group to success fast whilst also establishing themselves and their research.



Structure: 4 camps and 3 online modules
Program length: 10 months



Start:
once a year



Time investment:
14 days incl. preparation and assignments



Participants per program:
15-18



Venue:
Schloss und Gut Liebenberg near Berlin



Language:
English



Fees for Helmholtz employees:
5,900 € excl. VAT



Fees for external participants:
11,800 € excl. VAT

APPLICATION:

Helmholtz employees please get in touch with the academy contact at their Helmholtz Center. Other interested parties please contact the academy team at the Helmholtz head office in Berlin.

PROGRAM:

During the program, you will learn various methods and tools for your leadership work. The focus is on person(s), organization and strategy.

In the camps, you will develop concrete approaches to solve your current leadership challenges, which you can try out between camps. You will have the opportunity to exchange experiences with senior executives. A scientific personality test will allow you to gain insights into your personal leadership style and preferences. The short online modules serve to convey theoretical and methodological approaches in a concentrated manner. They also provide compact information for your career development such as funding opportunities and scientific career paths in Germany.

Peers from different Helmholtz Centers, changing learning formats and the support of a trainer duo guarantee an optimal learning outcome.



online module and preparation



camp (2.5 days each)



testing

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1. Lead yourself and your Group (2.5 days)

- learn about the responsibilities and functions of a leader and recognize leadership as a key success factor within science and Helmholtz
- broaden the range of your communicational repertoire and acquaint yourself with various conversation techniques and motivational factors
- get to know the most important tools and processes to source and select the right members for your group and to integrate them in your team
- learn and reflect skills and tools for managing your time and energy effectively
- get to know and apply peer coaching as a method for result-oriented reflection and solution development
- work on challenging leadership situations and get feedback from your peers

2. Set up your Group (2.5 days)

- explore success factors of high-performance teams and infer their meaning and importance for the design of everyday teamwork
- learn and reflect tools for managing the collaboration within your team and for setting up team structures
- reflect on differences between leading individuals and teams
- train how to lead difficult conversations and learn how to manage conflicts and negotiations constructively

3. Shape the Strategy of your Group (2.5 days)

- reflect on and visualize your personal strategy with the help of different strategy development tools
- further develop your personal strategy and work on concrete implementation steps
- reflect on your and your group's current and future positioning
- learn to further build, maintain and leverage your networks
- continue to work on challenging leadership situations and discuss possible solutions with your peers

4. Integration and Transfer (2.5 days)

- deepen and integrate the topics discussed in camps 1 to 3
- apply the approaches and tools learned on cases of the participants
- make a plan how to integrate the learnings in your daily work
- learn how you can implement habit changes and how to improve your goal achievement