NaturalScience.Careers

Seminar Programmes Overview

For scientists...by scientists.

Online seminar programmes- overview

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1

General remarks for online courses

Technical information

To participate, learners need to have access to a computer and the internet, that is all! The cost for the learning and webinar platforms is included in the price.

Family-friendly scheduling

Please note that our online courses can be scheduled family-friendly, meaning that the live webinars can be scheduled whenever it suits the group (9am to 9pm). Besides the webinar session all learners are free to engage with the online content as it best suits their daily schedules.

Number of learners per course

Online courses can accommodate for a larger number of learners in contrast to in-house courses. With our in-house courses we usually aim for a maximum of twelve learners. This limitation does not exist for online courses.

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2

About the trainers

Dr. Karin Bodewits comes from the Netherlands where she studied Biology. After spending some time at Puleva Biotech in Spain and Unilever in China, she completed a PhD in Biochemistry at the University of Edinburgh. In 2012, she founded the successful company NaturalScience.*Careers*, a seminar and talk provider for natural- and life scientists. In this function, she became book author, short story writer, speaker and seminar leader and published a wide range of career and soft skills relates articles in magazines like *Chemistry World* and *Naturejobs*. She writes the Career Fables for *Science Careers*.

Dr. Philipp Gramlich has studied and researched chemistry (>3000 citations, Google Scholar 2022) at five universities in Germany, Australia and Scotland. He gained experience in industry, first at baseclick, a biotechnology start-up and later at Eurofins Genomics as Teamleader R&D, QC and Analytics, responsible for up to 22 staff. Since 2016, he is fully focusing on his work as co-founder of NaturalScience.*Careers*. He specialises in seminars and talks about career development, leadership and science communication. Since 2016, he regularly writes career columns for *Nachrichten aus der Chemie*. Together with Karin, he set up the NGO *turfvrij.nl*, with which the two are trying to make a real-life impact with science communication.

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3

Dr. Lisa Steinhauser bringt reiche Erfahrungen aus vier verschiedenen Unternehmen mit. Sie arbeitete in den Bereichen Pharmaforschung, Lebensmittelanalytik und analytische Instrumente für multinationale Unternehmen und KMUs. Sie übernahm unterschiedliche Rollen, von Produktmanagerin über die Vertriebsleiterin bis hin zur Teamleiterin von neun MitarbeiterInnen in einem Pharmaunternehmen. All diese Erfahrungen bereichern ihre Seminar- und Coachingarbeit zum Thema Führung und Selbstorganisation.

Lisa hat Chemie an der Universität Tübingen studiert. Während ihrer Promotion arbeitete sie an der Analytik von Naturstoffen und verbrachte drei Monate als Gastwissenschaftlerin am National Institute of Standards and Technology (NIST).

David Giltner, PhD, has spent more than twenty years developing cutting-edge photonics technologies into commercial products in the fields of optical communications, remote sensing, directed energy, and scientific instrumentation. In 2017 he started TurningScience to provide training and support for scientists of all disciplines seeking to enter the private sector as employees, collaborators, or entrepreneurs.

David is the author of the books Turning Science into Things People Need and It's a Game, Not a Formula, and is an internationally recognized speaker and mentor on the topics of technology commercialization, product development, and career design. David has a BS and PhD in physics and holds seven patents in the fields of laser spectroscopy and optical communications.

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4

Prof. Dr. Max von Delius (PhD) is a W3 Professor for Organic Chemistry at the University of Ulm. He's a highly successful group leader since 2013. He received funding from the Emmy-Noether programme of the DFG as well as an ERC starting grant. His research interests encompass the synthesis of functional organic materials and the investigation of complex chemical networks. As young professor (born 1982), he's aware of all the challenges that young group leaders in natural sciences face and addresses these in an interactive setting.

Marloes ten Kate is a presentation coach and expert in science communication. She trained hundreds of international scientists in getting their story across in an effective, clear and appealing way. She specializes in storytelling skills for scientists. She worked as a science journalist and presenter at several science radio- and television programs in the Netherlands. At Lecture, a lecture company for academics, she guided speakers in crafting oral presentations for lay audiences.

Marloes has a bachelor's degree in biology and graduated cum laude at the Dutch university of Groningen in Science Communication.

Eric den Boer studied biology at Wageningen University for four years. Then he developed into a film and television director specialising in making films and television programs, mostly about nature and science. For about a decade, he has trained scientists to present themselves and their research in various visual formats like short films or clips. His workshops range from short and concrete formats like "Create an engaging social media film with your phone" to complete filmmaking courses.

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5

Prof. Dr. Sven Hendrix worked in Berlin, Hamburg, London, Hamamatsu (Japan) and Boston (USA) as medical doctor and researcher. After his habilitation at the Charité in Berlin in 2007, he became full professor for anatomy and cell biology at Hasselt University in Belgium in 2008. As Director of the Doctoral School for Health & Life Sciences he supports more than 100 PhD students and postdocs. As Vice Director of the BIOMED Institute, he supervises the career development of tenure track professors among other tasks.

Susanne Dranaz is German and Turkish. Born and raised in Munich, Germany, she studied German and English Language, History, Mathematics and Computer Science. During her studies she lead several development projects in Central America carried out by volunteer university students. After writing her diploma thesis in Oviedo, Spain, she joined an IT company, where she led software development projects for several industries in Germany and the UK.

Her experiences with differences in both company and national cultures increased her interest in peopleware. She became a softskills trainer, moderator, mediator, and coach. For the last 20 years she has been helping companies and teams, university students and leaders to refine their communication and conflict resolution skills, to reflect on their own cultural imprints and attitudes and to work successfully across differences and distance.

Dr. Johannes Richers holds a doctorate in chemistry and a master's degree in science marketing. He is a guest lecturer at the TU Berlin and TU Munich and gives talks and seminars on the topic of visual science communication. He supports top level scientists with his design work, e.g. for their cover pages.

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6

PhD, and next? Career options, skills and orientation for scientists

Topic area:	Career development
Format:	Online or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Karin Bodewits or Philipp Gramlich or Lisa Steinhauser
Target group:	PhD students and postdocs

So, you finally have a science degree- or will in the future. What to do with it? Are all doors open to you or is there still a lot of work to be done?

In this course you'll learn about:

- Yourself: Your interests, values and skills

- Career options: There are many more options than you think and you will be able to change between them

- Shall I do a postdoc or not?

- Skill development: Which (hidden) skills do you already have, which can you develop during your time in academia

- Skills match: What do employers want from you? How to sell yourself?

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7

Course flow online workshops

Day 1	Day 2	Day 3	Day 4	Weeks 2-3
Live webinar - kick off - strategy and introspection	Live webinar - career options- strategy	Live webinar - career options- specifics	Live webinar - skills match	Individual written or oral feedback from the instructor
Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	

All participants receive a script of the course in PDF format for offline and future use so that they can work through the material offline as well as after the course. All videos contain a full, downloadable transcript. All eBooks on the learning platform are downloadable in pdf format.

This workshop can be combined with Job application and interview strategies for scientists to give the workshop Goodbye academia?, which gives a complete overview over the most common career development topics for scientists.

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8

Job application and interview strategies for scientists

Topic area:	Career development
Format:	Online or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Karin Bodewits or Philipp Gramlich or Lisa Steinhauser
Target group:	PhD students and postdocs

You're a scientist and want to apply for jobs in- or outside of academia? In this course you learn how to 'sell' your skills, stand out from the crowd and score the job you really want.

In this course you'll learn about:

- Application strategies & the 'hidden' job market

- How to read job ads

- How to 'sell' yourself and your skills

- Writing successful application documents

- The job interview and your personal pitch: online and offline

- Salary & contract negotiations

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9

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Course flow online

Day 1	Day 2	Day 3	Day 4	Weeks 2-3
Live webinar - kick off - strategic considerations	Live webinar - job application documents	Live webinar - job interviews	Live webinar - Salary negotiations	Individual written or oral feedback from the instructor
Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	

All participants receive a script of the course in PDF format for offline and future use so that they can work through the material offline as well as after the course.

This workshop can be combined with PhD, and next? Career options, skills and orientation for scientists to give the workshop Goodbye academia?, which gives a complete overview over the most common career development topics for scientists.

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10

Goodbye academia? It has been a pleasure

Topic area:	Career development
Format:	Online or in-house workshop
Workload:	4-6 webinars of 2-2.5 h each = 2-3 workshop days
Trainer:	Karin Bodewits or Philipp Gramlich or Lisa Steinhauser
Target group:	PhD students and postdocs

Have you enjoyed research and teaching in the past years, but now you think it is time to change? Or you are just fed up, but are aware that frustration alone will not lead to a smooth transition out of academia. Maybe you are not sure yet whether to stay in academia or not, but would like to learn more about other possibilities before making any decision? In this course, which has been specifically developed for PhD students and postdocs in the natural sciences, we will not only broaden your view about everything you can do with your qualification, but also give you practical tips on how to reach your personal goals.

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11

Introspection: making plans based on a closer look at yourself	Academic career development
- Your skills, interests and values - Idealism vs. pragmatism - Postdoc or not? - How to get on track? Changing professional directions	- What are hiring committees looking for? - How can I tailor my profile for a successful academic career?
Career options within...	**Scoring a job**
- The private sector - The higher education system - Governmental institutions - Patent law - As freelancer - Consultancies... and many more!	- CVs and cover letters - Recruiters, job ads and open applications - Self-presentation and body language - Your elevator pitch - Legal aspects
Salary negotiations	**Networking**
- When to negotiate? - What to negotiate for and how? - Hard vs. soft: do I trade off relationship vs. results or is there a better way?	- Expanding and keeping your network - Strategic networking - Networking for introverts - Social media

This course combines the content of the workshops "PhD, and next? Career options, skills and orientation for scientists" and "Job application and interview strategies for scientists." This course can be combined with "Time- life- and career-management" to give the integrated 3-4-day programme Career development. This seminar can be tailored to long-term postdocs, who failed to secure a professorship and face problems transitioning to the private sector. Special emphasis is given to re-writing your skill set and career options with that specific background.

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12

Women & career

Topic area:	Career development
Format:	Online or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Karin Bodewits, Philipp Gramlich or Lisa Steinhauser
Target group:	PhD students and postdocs

Since a few decades the rights of women and in particular of working women have changed dramatically. But does this also translate into a world full of possibilities or are we still stuck in the process of climbing the various ladders under the glass roof? This seminar will give you guidance on how to navigate your life as a working female scientist.

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13

(Family-friendly) work environments	Getting a job
- University or industry… or somewhere else? - Working cultures in Europe - Double career couples	- The importance of networking, collaborating and presenting your research - Your application - How to prepare yourself - The job interview - Salary negotiations and gender wage gap - Legal aspects
In the job - You made it! What to expect - Have a good start - Where is my seat? - Leadership - Setting targets	**Mothers at work and in our society** - Dead-end street motherhood? Is there the perfect time to have children? - Social pressures and norms - Practicalities: nursery places and more - Legal aspects - Political framework - Communication towards your employer
Work-life balance Taking care of your job, yourself and your family- how to get it all done?	**Internal and external factors** How you and others see yourself and how this can make you stronger or weaker

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14

The academic track

Topic area:	Career development
Format:	Online or in-house workshop
Workload:	3 webinars of 2-2.5 h each = 1.5 workshop days
Trainer:	Karin Bodewits or Philipp Gramlich
Target group:	PhD students and postdocs

Are you dreaming of becoming a professor one day? Or, are you just not sure yet if this is the 'right' career path for you? Then this online workshop is the perfect way to find out more about the academic track, what universities are looking for, and how to plan your career strategically.

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15

In this course you will learn…

- About the academic track; what is it like?

- The academic portfolio; what do you need to achieve to become a professor?

- Introspection; is this the 'right' path for me?

- Planning the academic career; when is a good time for what?

Course flow online

Day 1	Day 2	Day 3	Weeks 2-3
Live webinar - Kick off - Introspection - The job of a professor	Live webinar - Academic track - Postdoc or not?	Live webinar - Success criteria - How to score academic jobs	Individual written or oral feedback from the instructor
Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	

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16

How to be More Employable in the Private Sector

Topic area:	Career development
Format:	Online or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	David Giltner
Target group:	PhD students and postdocs

Most of us who complete a PhD in a science discipline will end up working outside of academia. Are you wondering what working in the private sector is really like? How do you find these jobs? Do you feel confident that you can impress an industry hiring manager when you describe the very specialized research project you just spent years pursuing? And what kinds of jobs can a scientist get in a company anyway? This workshop helps you with these questions and many more about the exciting world that awaits scientists in the private sector!

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17

How is industry different than academia?	Can a scientist build a rewarding career in industry?
- Addressing the cultural differences - What will my main challenges be in that job?	- Career options for scientists in industry - Will I enjoy working in industry?
How to design your own career path in the private sector - What strengths make me valuable in industry? - What's the best way to find a job?	**Impressing an industry manager** - How can I describe my PhD work so they see my value? - How can I sound more industry savvy in an interview?
Industry topics not taught in STEM - How are projects run in industry? - Finance - The language of business - Working with customers	**Overcoming the job search challenges** - I was perfect for that job! Why didn't I hear back? - How do I answer those tricky interview questions? - Can a shy person network effectively?

*For larger audiences, the workshop content can be presented as an **interactive talk**.*

*This seminar can be tailored to **long-term postdocs**, who failed to secure a professorship and face problems transitioning to the private sector. Special emphasis is given to re-writing your skill set and career options with that specific background.*

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18

Startup basics for scientists

Topic area:	Career development
Format:	Online or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	David Giltner
Target group:	Scientists who want to explore the possibility to join or found a startup

Have you ever thought about working for a startup? Or maybe you even want to go one step further: your research has some promising applications and you've actually thought about starting your own company? The world of startups is very exciting, but it requires skills and knowledge that aren't as critical when working for an established company. In a startup there is much less structure to guide you and you may have to cover many different roles with little support. This workshop will give you an introduction to the world of the startup tech company. You will learn to decide if you and the start-up world are a good fit. You will learn how a brand new product is brought to market, and which critical skills and tools you need for being successful.

Workshop Contents

Introduction - What is a startup really about?	Technology commercialisation and product development
- What is it like to work for a startup? - Startups vs established companies - Why do startups fail? Selling something no one will buy - Can a scientist be a good entrepreneur?	- What is a product? The 5 critical elements - Your Product (What), Features (How) and Value Proposition (Why) - Product development systems (Product manager, Product Development Process, de-sign review, Minimum Viable Product)

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19

Your pitch – selling your idea	Productivity in the startup environment
- Goals of your pitch. Who is your audience? - Your pitch deck - Pitching effectively	**- Understanding the private sector** **- A scientist's role in a startup** **- Critical skills for the startup environment**

Course flow online

Day 1	Day 2	Day 3	Day 4
Live webinar: - kick off - Intro to the startup world - Your product	Live webinar: -5 Elements of a product - Industry vs Academia	Live webinar: - Product development systems and tools - Pitching your idea	Live webinar: - Productivity in a startup - The Minimum Viable Product
Individual feedback sessions with the instructor (30 minutes/ person)			
Individual course work offline: Sketch your product	Individual course work: Habits worksheet	Individual and group course work: 1-minute pitch	Individual and group course work: ROI worksheet

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20

Storytelling for scientists

Topic area:	Science communication
Format:	Online or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Karin Bodewits or Marloes ten Kate
Target group:	All (PhD students to professors)

We all enjoy a good story, whether it's during a presentation, a job interview, a conference coffee break, or simply during a pub night. Why? It activates the same areas of our brain that would be activated during the actual event. Consequently, audiences feel so much more engaged when they hear a narrative about your real-life experiences as a researcher or how you finally chased that superbug down. Much more than if you monotonously talk them through a list of bullet points on a PowerPoint slide. But to be understood when talking about one's own research work, let alone to speak about yourself, is not easy for many researchers. During this seminar, you learn to enchant a wide range of audiences with science stories and to captivate a lay audience with complex research results. Because… speaking science can be magical!

The power of storytelling	Storylines
- Why do we need story?	- Using the ABT model
- When to use story?	- Why stories need conflict
- What we can learn from TED talks	
- Explain science through story	
Types of stories	**1 sentence and 1 paragraph stories**
From mystery to comedy	Your key message

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21

5 steps to crafting a narrative	Using story at/ in/ for:
- Planning a narrative	- Networking events
- Characters in your story	- Scientific presentations
- Write an outline	- Publications/ thesis
- Craft the story's body	- Science festivals
- Adapt the story to your audience	- Pint of science/ science slams/ storytelling shows

Course flow online

Day 1	Day 2	Day 3	Homework	Day 5
Live webinar	Live webinar	Live webinar	Submission of your 3-5 minute science story/ narrative	Live webinar
- course kick off - what is storytelling?	- how do stories work - best practise examples	- crafting your narrative - group work		-debriefing - Feedback

Individual feedback from the instructor

The participants work individually through the materials (eBooks, podcasts, movies, example posters) and assignments.

The instructor provides regular feedback.

About making notes during the course

All participants receive a script of the course in PDF format for offline and future use so that they can work through the material offline as well as after the course.

This online course can be followed up by a lively (online) evening programme (e.g. at a retreat) with personal- or science story contributions from all course participants. The evening programme will be moderated by us with humour and absurdity.

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22

Politics, society, science: Make an impact

Topic area:	Science communication
Format:	Online or in-house workshop
Workload:	2-3 webinars of 2-2.5 h each = 1-1 ½ workshop days
Trainer:	Philipp Gramlich
Target group:	PhD students, postdocs and junior group leaders

In this workshop, we'll work on how you, as a scientist, can make an impact on society and the public debate.

Scientists know a lot about their research topics, which are often of high societal relevance. Yet the public debates are often dominated by people with little understanding of science- or even contempt for the scientific approach altogether. Our voices are heard only very softly, partly due to scientific objectivity, a high value we absolutely need to retain. Does this mean that we can't state an opinion at all? Are we not allowed to extrapolate our findings into statements about the pros and cons of specific policies? How can you be heard by people outside of the ivory tower? How can they understand? How can you make your message relevant to them?

Basics of scientific storytelling	**The public debate**
- Big picture and details: how to put both together in different settings? - How to find a storyline that's relevant to your audience - Argumentation strategies adapted to the setting	- Phases of a public debate and how this influences your communication style - Analyse the interests of various stakeholders in a public debate - Effectively publicising your topic

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23

The PhD stereotype	Recruiting help
- Why no one listens to you if you sound too much like a scientist - Does scientific objectivity allow you to make clear statements?	- How to build a network of mutual support - How can you reach out to high-level people?

Course flow online

Day 1	Day 2	Day 3	Weeks 2-3
Live webinar - PhD stereotype - Scientific storytelling	Live webinar - Phases of a public debate - Analyse settings and stakeholders	Live webinar - Recruit help - Scientific objectivity vs. impact and opinion	Individual and group course work (online and offline)
Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	Feedback from the course instructor

What is the trainer's background in this topic?

Together with Karin, Philipp set up the NGO *turfvrij.nl*, with which they try to show that science communication can make a real-life impact. *Turfvrij* is fighting against the use of the fossil material peat in horticulture. They publicised the topic in newspapers, radio and tv, thereby triggering a successful motion in the Dutch parliament. This motion urges the agricultural minister to investigate a peat reduction strategy for the Netherlands, making it the 6th country worldwide with such a policy. Currently, *turfvrij* is the only NGO on the negotiation table working out the official reduction plan with various industry stakeholders.

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24

Oral presentations online and offline

Topic area:	Science communication
Format:	Online or in-house workshop
Workload:	3 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Philipp Gramlich or Marloes ten Kate
Target group:	PhD students and postdocs

The Corona crisis is changing the way scientists communicate, both online and offline. With more people working remotely (and having physical distance regulations not every meeting room allows for), video conferencing is here to stay. Hence, many conferences, seminars, lectures and job interviews will continue to happen online, but some will be face-to-face. How can you give an effective presentation online and how to do it offline? How to get feedback from your audience, be convincing and leave a good impression- in any kind of setting? How to handle stage fright in front of an audience- or 'just' a webcam!

In this course, we will not only do an online training about what we will eventually do in front of a live audience (offline), but we will also dive into presenting online as a format in its own right. This seminar provides key skills and solutions to make you an effective and engaging presenter and participant in all kinds of settings.

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25

In this course you'll learn more about:

- Setting analysis: Who will you speak to in which setting? How will this affect your talk?
- Structure and 'story' of a presentation
- Slide design, not decoration
- Stage fright and how to enjoy the adrenaline
- Rhetoric
- Your own presentation: Integrate what you have learned and get feedback
- Q&A sessions
- Presenting online: How to make best use of this format
  - Setting the stage: sound, light, desk height, camera settings, background and how to look good
  - A professional (first) impression: online versus offline
  - Adapting your presentation to this new medium
  - Engaging and connecting with your online audience
  - The right energy levels: how does online differ from offline?
  - Video conferencing etiquette: speaking up, taking turns, time delays

Course flow online

Day 1	Day 3	Day 5	Weeks 2-3
Live webinar - Engage the audience - Your storyline	Live webinar - Plenary presentations - Slide design	Live webinar - Plenary presentations - Rhetorics, stage fright and Q&A sessions	Individual written feedback from the instructor
Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	

About making notes during the course

All participants receive a script of the course in PDF format for offline and future use so that they can work through the material offline as well as after the course. All videos contain a full, downloadable transcript. All eBooks on the learning platform are downloadable in pdf format.

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26

Self-presentation and networking

Topic area:	Science communication
Format:	Online or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Karin Bodewits or Marloes ten Kate or Philipp Gramlich
Target group:	PhD students and postdocs

Do you find yourself at conferences drinking coffee alone? Do you seem to miss every chance to network? Or do you have the feeling you can't keep the conversation going or can't even start it in the first place? No matter if you answer one of those questions with a clear "yes" or you simply have the feeling that you could perfect your self-presentation skills, then this seminar might be just right for you! From the first impression you leave, the conversation that follows to a friendly follow-up on- and offline — all of this will be covered during this seminar.

This is an interactive workshop with a lot of exercises and real-life examples. There is a special emphasis on communication, networking and media usage. The participants will be asked to prepare and debrief each session, submit written and recorded work to the trainer and also provide peer-to-peer feedback to other participants.

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27

In this workshop you will …
- Get tips and tricks for expanding and keeping your network
- Improve your self-presentation appearance
- Design your personal pitch for job interviews, trade and career fairs, conferences and meetings
- Learn about body language and the importance of a professional first impression
- Get input on professional media usage for your career as a scientist

Course flow online

Session 1	Session 2	Session 3	Session 4
	Individual course work (online)	Individual course work (online)	Individual course work (online)
Live webinar: Basics of networking, small-talk, first impression and body language	Live webinar: Strategic networking	Live webinar: At a conference, self-introduction/pitching	Live webinar: Navigating social media

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28

Be your own journalist

Topic area:	Science communication
Format:	Online workshop or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Marloes ten Kate
Target group:	PhD students and postdocs

Do you want to learn how to communicate your scientific research to a broad audience? Science journalist and presentation coach Marloes ten Kate will provide you with tools to present your work to laypeople in this two-day workshop.

Day 1: Create a video pitch

You will learn how to pitch your research in a simple yet appealing way in just a few minutes. Short pitches are not only training formats for workshops- they are of central importance in job interviews, when explaining your poster, for conference small talks or even to get ERC grants or Venture Capital! It is also a great way to share your knowledge understandably to a lay audience and to position yourself as an expert.

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29

Day 2: Learn how journalists and lay audiences think and act

Speaking with journalists is not an everyday event for scientists. This workshop day is not intended as media training, but will teach you how journalists, 'translators' of scientists' work, think and act. If you understand how they make scientists' work accessible for the broader public, you can do so for yourself, e.g in your social media activities.

You will better understand how science communication works in the media.

How are science stories portrayed and when is science considered 'news'?

You will learn how science journalists present science stories. You will understand why science stories are portrayed in the media in a certain way and how to craft an appealing science story yourself.

Practical remarks

It is advised that participants take a recording device with them when in-house or have them ready to use when participating online.

Fancy equipment is not necessary, a cellphone with a camera or a laptop with a webcam will work just fine.

Do you want to go larger?

This workshop can be combined with Erik's workshop "Film your science", which focuses on the scientist *behind* the camera, making your own film material with simple technical set-ups like your own smartphone. Marloes, on the other hand, shows you everything you need to know about your role *in front of* the camera. Together, these two can give you an integrated overview of ways to enhance your digital presence.

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30

Film your science

Topic area:	Science communication
Format:	Online workshop or in-house workshop
Workload:	1-4 webinars of 2-2.5 h each = ½ - 2 workshop days
Trainer:	Erik den Boer
Target group:	MSc students, PhD students and postdocs

Do you want to learn to communicate your science visually without spending excessive time or money? In this workshop, you'll learn to make appealing short films about your research with equipment as simple as your smartphone.

We will teach you everything necessary to make good and useful footage for your own video in half a day to two days. We will practice composition, camera movements and a large diversity of shots online or in person.

You will get to work on your own science film, a take-home resource you can use directly for your science communication and self-marketing. We guide you through the production process with two primary assignments of growing complexity, which will refine your film step by step. You will practice using your smartphone as a videocamera, and we will discuss the results. We will pay special attention to the sound because any presentation or interview will be worthless if the sound is weak. In the more extended versions of the course, we will also pay attention to interviewing, presenting, and the basics of editing.

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31

Practical remarks

Participants can use their smartphones for the recording; you need no special equipment. A big plus would be to buy an external 25 € microphone. If you want to use different equipment or lack access to a smartphone with suitable recording capabilities, then please get in touch with Erik before the workshop.

Optional extra

Do you want your participants to leave the course with a semi-professional film that is good enough to be hosted on the institute's homepage or in a similar professional setting? Then you can book Erik's professional video/ audio editing as an additional highlight of this workshop.

Do you want to go larger?

You can combine Erik's workshop with Marloes's "Be your own journalist," which focuses on the scientist *in front of* the camera. She teaches scientists how to share their stories in a short, clear, and appealing way. So you know exactly what to say in front of the camera! Erik's workshop focuses on the work *behind* the camera. As a two-trainer combo, they can give participants a full view of how participants can enhance their digital presence- in social media or even in front of a tv camera!

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32

Navigating social media

Topic area:	Science communication
Format:	Online workshop
Workload:	2-4 webinars of 2-2.5 h each (workload equivalent to 1-2 workshop days)
Trainer:	Karin Bodewits
Target group:	PhD students and postdocs

By now, Facebook, Twitter or LinkedIn are no longer new. Also, for scientists, social media platforms have become an integral networking tool to connect globally, exchange research ideas and advance careers. But, what's a proper way for scientists to use these platforms?

In this online workshop, you will better understand the current state of digital science communication. You will learn how scientists can integrate social media into their activities — in a helpful and productive way. The workshop advocates a reflected media usage that keeps a close eye on how and when it is recommended for you to 'go online'.

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33

In this workshop you will …

- Find professional assistance in clarifying your objectives for engaging with social media. Why should I consider social media? What are my goals?
- Find help in figuring out which of the many media platforms is the right one for you.
- Find assistance on how social media may help you explore your career options (e.g. after a PhD or postdoc).
- Take first steps towards brushing up your personal professional online profiles.

Course flow online

	Individual course work (online)	Individual course work (online)	Individual course work (online)
	Individual feedback from the instructor		
Live webinar: Technological development and science communication	Live webinar: How can social media be integrated into your academic activities?	Live webinar: What are the greatest challenges with social media?	Live webinar: Where to go from here? How can social media help explore career options?

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34

Scientific posters: design and pitching

Topic area:	Science communication
Format:	Online or in-house workshop
Workload:	3 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Karin Bodewits or Philipp Gramlich or Jo Richers or Marloes ten Kate
Target group:	PhD students and postdocs
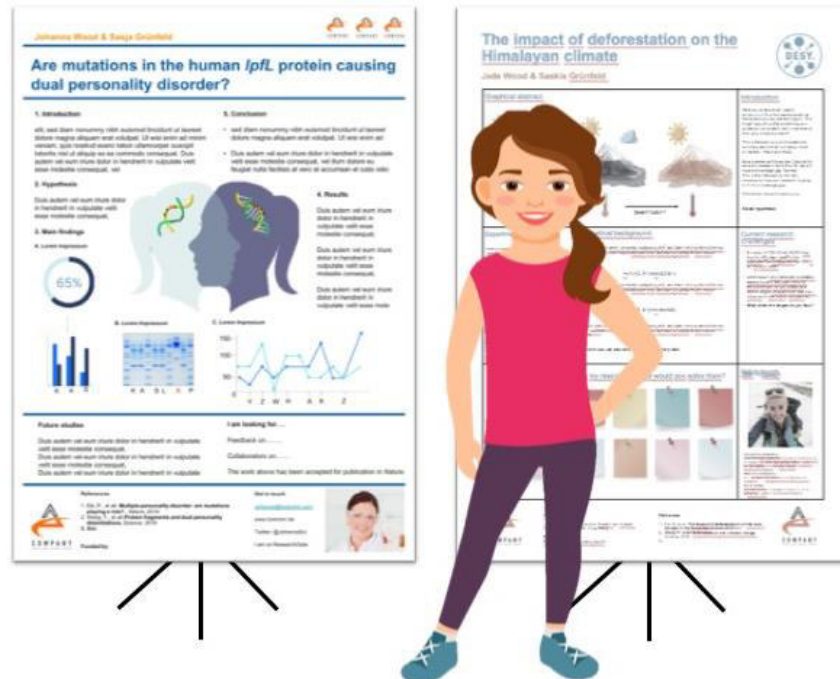
An effective poster presentation requires a cleverly designed poster, appropriate use of language and special techniques in presenting. This course will give you the skills you need to create professional, attractive and high-impact posters and allow you to practice the communication skills required to make your research interesting and accessible to your audience.

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35

In this course you'll learn more about:

- Your audience and their needs

- Crafting the 'story' of your poster

- Design posters - structures, layout, software, colours, lures, visual impact and best/ worst-practice examples

- Graphical abstracts

- How to present your data

- How to write an engaging abstract

- Dialogues & Q&A sessions

- The communication skills needed to make your research interesting and accessible to your audience

- Basic self-presentation skills – presenting yourself, your research and the poster

Course flow online

Day 1	Day 3	Day 5	Weeks 2-3
Live webinar - kick off - course introduction - what´s a successful conference?	Live webinar - poster design	Live webinar - poster pitching	Individual written or oral feedback from the instructor
Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	

About making notes during the course

All participants receive a script of the course in PDF format for offline and future use so that they can work through the material offline as well as after the course.

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36

Convincing & debating

Topic area:	Science communication
Format:	Online or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Philipp Gramlich
Target group:	PhD students and postdocs

Scientists are often in a situation where they need to discuss their findings or their need for extra funding or resources with other members of the scientific community or with the general public. Therefore, the ability to express yourself concisely and clearly, using strong arguments, is of utmost importance.

This interactive seminar with real-life scenarios, public speaking exercises, argumentation examples and debates will help participants successfully engage in various interactions with other scientists and non-scientists. Your Q&A sessions will never be the same again. You will disarm other people's arguments against you now that you can look behind their facade. And last but not least, you will win on paper (e.g. research- and grant- proposals)! You will convince your boss to buy this fantastic Mass Spec.

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37

Public speaking	Argumentation strategies
- Fear of public speaking - Establish contact - Different group sizes - Stylistic figures	- The right argument for the right audience and setting - Scientific proof vs. understandable analogy: get more versatile
Structuring your argumentation	**Interactions**
- Structures for adversarial and neutral audiences - Addressing the 'opponent' or a third party	- Learn to challenge the argument - Reply to challenges and even attacks

*This course can be combined with the courses "Negotiation" and "Oral presentation" to give the integrated 4-day programme "**Argumentation and presentation** ".*

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38

Intercultural communication and awareness

Topic area:	Science communication
Format:	Online or in-house workshop
Workload:	2-3 webinars of 2-2.5 h each = 1-1.5 workshop days
Trainer:	Karin Bodewits or Susanne Dranaz
Target group:	PhD students, postdocs and junior group leaders

As a scientist, we often work in a cross-cultural setting. Our research groups are international, we collaborate around the globe, and most of us will spend part -or even all- of our career abroad. We can and should feel privileged to work in such a diverse and intercultural work environment. But these cultural and -of course- also individual differences can lead to all sorts of misunderstandings. These misunderstandings can lead to various undesired consequences, such as failed collaborations, frustrations, feelings of hurt, anxiety and anger, culture shock and missed opportunities for knowledge transfer.

Cultural awareness is the first step in sidestepping these undesired consequences. We can improve our cross-cultural relations and tap from the full potential of your intercultural teams.

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39

You'll learn:

- About (your) culture

- About communication and other challenges that might arise from cultural differences.

- What steps you can take to understand culture and be more effective in handling cultural communication differences.

Your efforts should:

- Improve the effectiveness of your international and interdisciplinary collaborations

- Avoid miscommunication in the professional and private setting

- Make you see the beauty of this 'wonderful intercultural science mess'

Course flow online

Day 1	Day 2	Day 3-21
Live webinar: - What is culture? - How does culture influence how we communicate and see the world? - Cultureshock	Live webinar - Recognising communicative patterns - Become more effective and targeted when communicating	Self-paced work on the online platform
Individual and group course work (online and offline)	Individual and group course work (online and offline)	

About making notes during the course

All participants receive a script of the course in PDF format for offline and future use so that they can work through the material offline as well as after the course.

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40

Leadership skills: How to row the boat

Topic area:	(Self-) management
Format:	Online or in-house workshop
Workload:	4-6 webinars of 2-2.5 h each = 2-3 workshop days
Trainer:	Philipp Gramlich
Target group:	Postdocs and junior group leaders

Leadership has changed- in parallel with our work environments. Flatter hierarchies, project work in a matrix structure and more rapid changes in assignments, locations and colleagues are but some of the new challenges we all face. Interpersonal skills become ever more critical when leading a team or a project: for motivation, conflict resolution or work delegation.

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41

Situational leadership	Hire for quality!
- Can we find a leadership style that addresses the heterogeneity of our team? - Who to delegate to in your diverse team and how? - Staff development	- How to get the best team and not just clones of yourself - Overcoming biases in staff selection and other work processes
Feedback and other one-on-ones	**Conflict management**
- Giving and receiving critical feedback - Feedback in the international context: how (in-) direct can I be?	- Prevent conflicts by your lab set-up: communication and practicalities - Deescalate and resolve conflicts by mediation and through fair negotiations - Escalate professionally if necessary

Course flow online

Day 1	Day 2	Day 3	Day 4	Weeks 2-3
Live webinar - Kick off - Situational leadership	Live webinar - Staff selection	Live webinar - Giving feedback and other one-ones	Live webinar - Conflict management	Individual written or oral feedback from the instructor
Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	

About making notes during the course

All participants receive a script of the course in PDF format for offline and future use so that they can work through the material offline as well as after the course.

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42

Women in Leadership

Topic area:	(Self-) management
Format:	In-house workshop
Duration:	2 days
Trainer:	Lisa Steinhauser
Target group:	PhD students, Postdocs and junior group leaders

Being a leader has its challenges. It takes good communication skills, the ability to give and receive feedback, courage and trust in the own strengths as well as empathy and motivation. All these characteristics can be learned and developed. This workshop is tailor-made for female academics who want to learn self-management and team-leading. In addition to general leadership topics, we will discuss gender-specific aspects.

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43

Self-management	Leadership and your team
- Awareness of professional and personal strengths - Development of own leadership style - Resilience - Self-organisation at work	- Get to know the personalities of your team members - Personnel selection and team composition - Tasks and decision making as a leader
Conflicts and feedback	**Career planning**
- Critical situations and arguments - Dealing with difficult behavior - Communicating up and down	- Leadership as a decision - Building a professional network - Previously colleague, now group leader - Competitive situations
Equal rights	**Femininity as strength**
- Legal situation - Women's quota and promotion pro-grammes - Bypass systematic errors - Pay gap	- Emphasise your unique personality - See through hidden power games - Search for strategic support - To be more confident

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44

How to start your own lab. Funding, Science and People

Topic area:	(Self-) management
Format:	Online or in-house workshop
Workload:	4-6 webinars of 2-2.5 h each = 2-3 workshop days
Trainer:	Philipp Gramlich and Max von Delius or Sven Hendrix
Target group:	Postdocs and junior group leaders
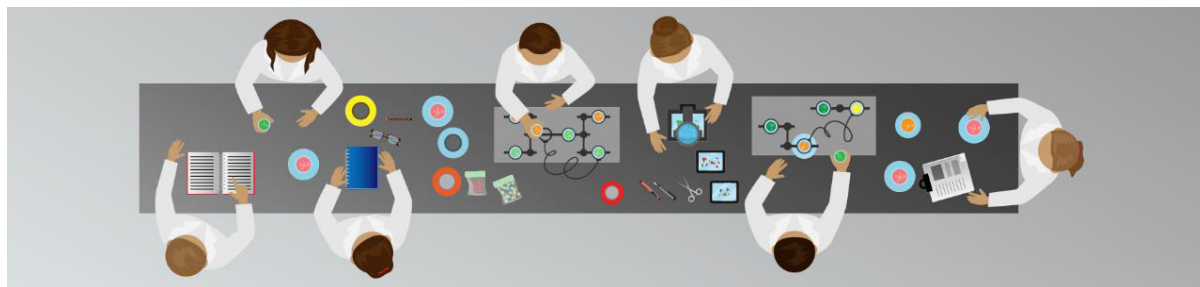
"I was trained to do everything but run a lab…"

This workshop aims to show you all the tools you need to start your own academic research group.

The workshop is highly interactive, mostly based on discussions and interactive exercises. We aim to bring together the skills and experiences the trainers have gathered in academic and industrial settings.

Funding will show you how to pick the right funding type for your plans and how to effectively write applications and proposals.	**Science** will enable you to structure your own group and position it within the environment at your institute and beyond.
- Funding opportunities in Germany, Europe and worldwide	- Scientific exchange between peers: other participants face the same challenges as you
- Stipends vs. faculty positions: pros and cons	- Finding good collaborations
- Planning and managing my start	- How to get independent from your supervisor
- Planning my career	- How to perform interdisciplinary research
	- How to find mentors

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45

People is all about leading; yourself and your team. Topics can include: - Situational leadership - Staff selection - Conflict management - Setting targets - Feedback	

Course flow online

Day 1	Day 2	Day 3	Day 4	Weeks 2-3
Live webinar - Kick off - Academic careers overview - Leadership skills 1	Live webinar - Leadership skills 2	Live webinar - Science strategy	Live webinar - Funding strategy	Individual written or oral feedback from the instructor
Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	

About making notes during the course

All participants receive a script of the course in PDF format for offline and future use so that they can work through the material offline as well as after the course.

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46

Time and career management for scientists

Topic area:	(Self-) management
Format:	Online workshop with strong self-learning focus
Workload:	2 webinars of 2-2.5 h each plus extensive self-learning work = 2 workshop days
Trainer:	Karin Bodewits
Target group:	PhD students and postdocs

Every week has 7 days, 168 hours or 10080 minutes... a lot of time to do a lot of things! Still, many of us suffer from the feeling of always having too little of it. You might not think about how you want to spend it and how to distribute it between your career, family, friends and hobbies. These are also no easy questions with answers to be found in a textbook – the 'ideal schedule' is simply too different from one person to the other.

During this online workshop, we will analyse the individual schedules of the week and provide tools and ideas to make the best use of your time investment. Furthermore, we will discuss how to balance science and life in different contexts and plan your days in a flexible work environment.

The aim is not only to work more efficiently and reduce personal stress, but also to be more satisfied and successful in your career and personal life.
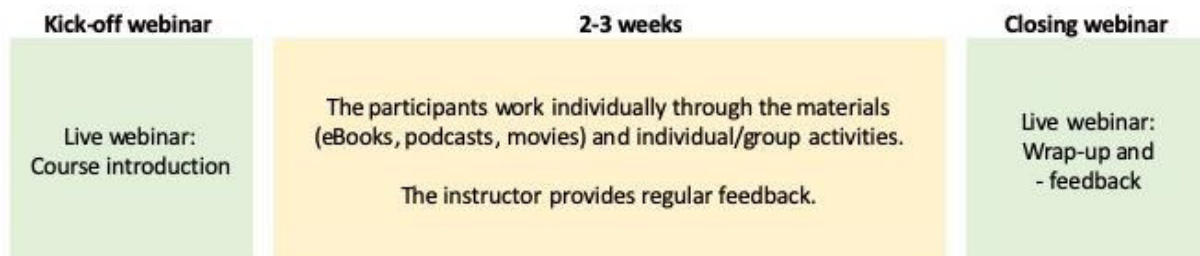
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47

In this course you will learn…

The basic principles of time-management

- What do I want to achieve this year professionally and personally?

- Your 168 hours: How much do you actually work? How much of this is towards your goals?

- For what to spend time?

- How to (not) schedule your calendar?

- E-mails, meetings and phone calls

- Science-life balance

Course flow online

Kick-off webinar	2-3 weeks	Closing webinar
Live webinar: Course introduction	The participants work individually through the materials (eBooks, podcasts, movies) and individual/group activities. The instructor provides regular feedback.	Live webinar: Wrap-up and - feedback

About making notes during the course

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48

Introduction to quality management systems (QMS)

Topic area:	(Self-) management
Format:	Online or in-house workshop
Workload:	3 webinars of 1.5 h each = 1 workshop day
Trainer:	Lisa Steinhauser
Target group:	MSc and PhD students, postdocs

In many companies, quality management knowledge is expected of graduates from the life sciences, but is rarely taught at universities. For this reason, this course offers an initial overview of the various quality management systems (QMS) and industry-associated processes. The aim is to understand job advertisements' requirements and keywords and assess possible future professional fields better.

Good Laboratory Practice (GLP) is a quality management system that is used in certified laboratories. It is necessary, among other things, for the analysis of drugs in the development stage (animal (in vivo) and cell (in vitro) studies), but also for environmental safety tests. In this part of the course, the 10 basic principles such as the requirements for personnel, apparatus and measurement results are explained.

Good Clinical Practice (GCP) encompasses the ethical and scientific quality requirements for conducting clinical trials on humans. GCP is relevant for pharmaceutical companies and the contract research laboratories and clinics involved. After an overview of the different drug testing and approval phases, the guideline's most essential terms and content are explained.

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49

Good Manufacturing Practice (GMP) includes guidelines for quality assurance in the production of pharmaceuticals, cosmetics, food and feed. Among other things, it regulates standard operation procedures, documentation requirements, the management of deviations and changes in the process, the qualification of systems and the validation of methods.

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50

Negotiation

Topic area:	(Self-) management
Format:	Online or in-house workshop
Workload:	2 webinars of 2-2.5 h each = 1 workshop day
Trainer:	Philipp Gramlich
Target group:	PhD students, postdocs and junior group leaders

Negotiations are a crucial success factor for all types of careers, whether we negotiate about salary, contracts, working conditions, or when trying to solve a conflict. Some people are afraid of negotiations or dislike them for fear of having to be sleazy to 'win'.

Don't worry; in this course, you'll learn to use negotiation principles to further your relationships. They will help you be assertive without using the elbow and are applicable in a broad range of situations.

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51

Salary negotiations	Hard vs. soft
- When to leave the table - Is it only the salary we're talking about? - In which situations and when is negotiating appropriate?	- Do you need to be 'tough' to 'win' or is there a better way? - Does the relationship to the other side have to suffer? - Can I be assertive to my interests without being 'bossy'?
Negotiations for conflict resolution	**Gender- and institutional perspective**
- Getting the buy-in from the other side to form a lasting agreement - Tactics vs. open cards: when to choose which route?	- Why are women earning less? - Can women ask for more without paying a social price? - "Why should I pay women more if they don't ask for it?" The institutional perspective on the gender wage gap: overcoming the zero-sum game

Course flow online

Day 1	Day 2 - 4	Day 5	Optional
Live webinar - Course introduction - Harvard Principles - Case: Salary negotiations	The participants work through the materials, assignments and their personal case study at their own speed. The instructor provides feedback.	Live webinar - Analyse and discuss tricky cases - Debriefing - Feedback	Participants prepare for a negotiation and receive individual feedback from the course instructor

*This course can be used in the context of **gender**: why are women still earning less than men? We can give a particular focus to biases and stereotypes. For PhD students and postdocs: how can we play this playing field more successfully? For PIs: How can we change the playing field towards fairer negotiations and do we want this at all?*

*This course can be extended into the field of **conflict management** to give the full 2-day workshop "Conflict management".*

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52

Conflict management

Topic area:	(Self-) management
Format:	Online or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Philipp Gramlich
Target group:	PhD students, postdocs and junior group leaders

Conflicts are the moment of truth of any (working) relationship: scarce goods are redistributed, interests are clarified, and people can act as good colleagues or egomaniac tinpot dictators. When setting up our environment so that problems can come to the surface without leading to toxic conflicts, you're on a good track to establishing healthy working environments. What if the conflict breaks out nonetheless? In this workshop, we'll also learn to resolve conflicts using negotiation and mediation techniques, which we'll train using real-life examples from the participants. And if that fails? For these cases, you need to know how to escalate in a professional way.

The techniques we discuss in this workshop are helpful both in leader and team member roles.

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53

Open communication culture	Negotiation for conflict resolution
- How can a group of heterogeneous individuals communicate without excluding anyone? - Conducting one-on-ones - Toxic language: hidden pitfalls in our daily communication	- The Harvard Negotiation Principles: from salary negotiation to conflict cases - Participants' cases analysed - Getting the buy-in from the other side to form a lasting agreement - Tactics vs. open cards: when to choose which route?
Mediation	**Tuning the 'temperature'**
- Define your role as a conflict party, team leader, or mediator - Mediation structure - Practice using case studies	- Deescalation: how to cool off the situation to prevent damage and to prepare for a constructive discussion - Escalation: if nothing else helps, this is the step that has to be done with the highest level of professionality

Course flow online

Day 1	Day 2	Day 3	Day 4	Weeks 2-3
Live webinar - Negotiation Principles - 'Simple' cases like salary negotiations	Live webinar - Conflict stages - Mediation structure - Constructive conflicts	Live webinar - Escalation - Conflict resolution using negotiation principles	Live webinar - Real life cases conflict resolution	Individual and group course work (online and offline) Feedback from the course instructor
Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	

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54

Staff selection, biases and stereotypes

Topic area:	(Self-) management
Setting:	Online or in-house workshop
Workload:	2 webinars of 2-2.5 h each = 1 workshop day
Trainer:	Philipp Gramlich
Target group:	Postdocs and junior group leaders

Most hiring processes are hotbeds of biases. Very often, we try to hire clones of ourselves, either deliberately or subconsciously. This in turn, destroys any notion of wanting to hire 'the best'. In this workshop, we'll identify steps in the hiring process, where these biases arise and how we could eliminate them to really hire 'the best'. It's a relevant exercise for everyone interested in how biases influence our work, not just hiring managers.

We'll focus on practical aspects, which can be used to improve our work environments. We'll look at stereotypes and biases and how these influence our behaviour and how our environment perceives us. The result will be actionable steps to change our hiring practices. Much of the knowledge we gain about biases and stereotypes can also be used in other work contexts.

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55

In this course you will learn…

- How biases influence our decision-making processes

- How to identify weak spots in the overall hiring process from criteria all the way to the negotiation phase

- How to reach out to potential applicants without tilting the playing field

- How to use best practice examples of interviewing techniques

Course flow online

Day 1	Day 2	Day 3-21
Live webinar - Kick off - Biases and stereotypes - Your own hiring process: overview and formation of working groups	Live webinar - Debriefing homework - Optimise the hiring process step-by-step	Individual written or oral feedback from the instructor
Individual and group course work (online and offline)	Individual and group course work (online and offline)	

About making notes during the course

All participants receive a script of the course in PDF format for offline and future use so that they can work through the material offline as well as after the course.

*This course can be used in the context of **gender and diversity**: why are we prone to hire people that resemble ourselves? How can we nudge our work processes so that all voices are heard, not just the loudest ones?*

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56

How to get research funding from industry

Topic area:	(Self-) management
Format:	Online or in-house workshop
Workload:	4 webinars of 2-2.5 h each = 2 workshop days
Trainer:	Philipp Gramlich or David Giltner
Target group:	Postdocs and junior group leaders

Adding research funding from the private sector is a lucrative option many researchers do not pursue. One of the biggest reasons this option is overlooked is a lack of understanding of how companies function and how an academic researcher might bridge cultural differences to make valuable connections. This workshop provides practical advice on identifying and building beneficial private-sector research collaborations.

Private-sector funding overview	**Academia vs. industry**
- What makes a successful collaboration? - Balancing basic and applied research	- How does one navigate the cultural differences? - Where can you bring unique value to the private sector?

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57

Collaboration models and intellectual property	How do companies operate?
- Patent vs. Publication - Who will *do* what and who will *own* what?	- Industry project management basics - Return on Investment: How does a company decide what projects to pursue?
Your industry funding plan	**Making connections in industry**
- Define your relevant research group strength - Identify a suitable target to pursue - Build a specific plan for taking action	- Who should you contact? - Where can you meet them? - How do you communicate your value effectively?

Course flow online

Day 1	Day 2	Day 3	Day 4	Weeks 2-3
Live webinar - Kick off - 'Cultural differences academia industry - How do companies operate?	Live webinar - Collaborations and intellectual property	Live webinar - Making connections	Live webinar - Your own industry funding plan	Self-paced work on the online platform
Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	Individual and group course work (online and offline)	

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58

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