

heiTRACKS mentoring programme for postdoctoral researchers

Overview

Date	Content
May-July	Application Time
June-July	Interviews
July-September	Matching-Phase
September – October	Introduction for mentors online, approx. 45 minutes, various dates to choose from
26.10.23 17:00-19:30, Senatssaal & Bel Etage, Alten Universität	Ceremonial kick-off with mentees and mentors Welcome of the new cohort and farewell to the current cohort, review and outlook on the mentoring year, lecture, get-together with champagne reception Participation is mandatory for mentees
28.10.23 9:00-16:30, Marsilius-Kolleg, INF 130.1	Kick-off workshop for mentees Content: Getting to know the mentees, role clarification, topics and goals for mentoring, shaping the mentoring relationship, topics and cooperation in the programme Lena Haubold-Frommherz, mentoring programme manager Compulsory participation for mentees
04.12.23 10:30-12:00	Thematic networking event #1: How do I get research funding? Overview of third-party funding organisations and the services offered by the Heidelberg Research Service Followed by a collegial exchange of experiences with former heiTRACKS mentees In the first networking event, the Heidelberg Research Service will provide an overview of funding opportunities for research projects, various third-party funding providers and programmes as well as the services and advice on offer at Heidelberg University.
6.02.24	Thematic networking event #2: First-time academics and academic career paths - hurdles and strategies

15:30-17:00	<p>In this networking event, we will address the question of what special features first-time academics experience in their university career, but why this knowledge is also very relevant for non-first-time academics. During the event, there will also be time for questions and an exchange of experiences</p> <p>With an impulse from: Dr Ann-Kristin Kolwes, First Generation Promotion e.V., Cologne</p>
9.02.24 9:00-17:00	<p>Internal programme workshop 1: Power and micropolitics in academia</p> <p>Even at universities, various actors pursue their own interests and goals. If you want to achieve, change, shape or take responsibility for something, you need to understand what interests are behind the micro-political actions and what 'games' are being played. At the same time, actors need to develop strategies on how to achieve their goals while taking into account the power and the 'legitimate' and 'illegitimate' interests of the other 'players'.</p> <p>In this workshop, you will use examples from university practice to practise understanding micropolitics, recognise your scope for action and limits and learn how to assert yourself confidently in the field of micropolitics. The analytical tools and skills taught in the workshop are not only of great benefit for a career in higher education and science, but also help you to achieve your own goals in other professional and personal contexts.</p> <p>Dr Meike Zöger, Lukas Bischof University counselling</p> <p><i>Participation in at least one workshop is mandatory for mentees, please register by 19 January 2023</i></p>
21.03.24	<p>Introduction to the method of peer counselling</p> <p>Additional offer for mentees who would like to learn and try out the method</p> <p>You will be supported in setting up a peer counselling group. The method of peer counselling enables you to systematically reflect on practical cases with colleagues and develop solutions for everyday academic life.</p> <p>The introduction takes place together with the participants of the heiTRACKS management programme 'On the way to a professorship'.</p> <p>Vera Rübiger, Coaching for Leaders & Teams</p>
23.04.24 10:30 – 13:00	<p>Interim balance sheet</p> <p>Contents: Comparison of goals and achievements, topics for the second half, best practice exchange</p> <p>Lena Haubold-Frommherz, mentoring programme manager</p>

	Mandatory participation for mentees
7.05.24 13:30 bis 15:00	<p>Thematic networking event #3: Recruitment interviews and appointment negotiations at Heidelberg University - insights, exchange, experiences</p> <p>This networking event will give you an insight into the discussions and negotiations as well as dos and don'ts relating to appointments from the perspective of the Appointment Service (Human Resources Department) at Heidelberg University. After a short input, there will be time for you to ask questions and share your experiences.</p> <p>With an impulse from: Heike Dollmann, Head of the Appointment Service Department at Heidelberg University</p>
11.06.24 10:30 – 12:00	<p>Lecture: Networking and career opportunities – other carrer paths</p> <p>Prof Dr Marthe Kaufholz</p>
24.06.24 13:00-15:00 online	<p>Thematic networking event #4: Networking & social media</p> <p>The short workshop gives</p> <ul style="list-style-type: none"> ▪ Suggestions for identifying the individual benefits/your own networking goal and the derivation a suitable networking strategy ▪ Impulses for simple networking activities and 'tools' ▪ Practical insights into the functions of the LinkedIn network ▪ The opportunity to exchange networking ideas with colleagues <p>Experiences</p> <p>Leader: Christelle Linsenmann</p>
16.07.24 9:00 – 17:00	<p>Internal programme workshop 2:</p> <p>Lateral leadership with Wolfgang Leybold</p> <p>Lateral leadership for postdocs - important tools for prospective managers Postdocs often supervise and lead assistant scientists and bachelor's or master's students during their doctoral phase. In the postdoc role, you are then even more challenged to take on leadership tasks and, for example, to set up well-functioning teams and collaborations with other researchers. This means that you communicate with your supervisor, at a collegial, lateral level and with your subordinates.</p> <p>After the postdoc period, they often take on challenging positions within or outside the university, in which it is important to convince others with or without authorisation, to communicate goals in a focused manner and to act confidently.</p>

	<p>In the workshop, you will learn about important aspects of lateral leadership that you and your colleagues enjoy and that is aligned with modern business requirements. Using concrete tools, applied models and many exercises, you will gain inspiration on how to set yourself up well for everyday management.</p> <p><i>Participation in at least one workshop is mandatory for mentees</i></p>
September/October 2024	<p>Final workshop</p> <p>Contents: Review, balance, continuation strategies for the mentoring relationship, outlook, evaluation, joint conclusion</p> <p>Lena Haubold-Frommherz, Mentoring Programme Manager</p> <p><i>Participation is mandatory for mentees</i></p>
24.10.24 17:00-20:00	<p>Graduation ceremony with mentors and handover to the next cohort</p> <p>Contents: Greeting, review of the mentoring year, handover to the new cohort, reception</p>