



- **Target group:** junior research group leaders with preferably not more than 2 years of leadership experience.
- **Programme language:** English
- **Price:** €3,500 plus VAT. The price includes participation in the programme with all documents, as well as accommodation and meals during the attendance modules.
- **Certificate of attendance:** Participants who attend at least 2/3 of the programme will receive a certificate.
- **Duration and locations:** The modules start on the first day at 6 p.m. (M1) / 7.30 p.m. (M2, M3, M4) and end on the third day at 3 p.m. They take place in Schwanenwerder (M1, M3, M4) and Mannheim (M2). Two digital stopovers (10 - 12 a.m.) via Zoom are also part of the programme.

**Personal leadership evaluation**

- Video tutorial
- Assessment
- Evaluation & debriefing in the group

**Digital stopover I | 10.04.2025**

- Collegial case consultation and/or Debrief
- Ask-me-anything

**Digital stopover II | 24.06.2025**

- Collegial case consultation and/or Debrief
- Ask-me-anything

**Module 1**  
05.-07.02.2025  
Schwanenwerder

**Module 2**  
19.-21.03.2025  
Mannheim

**Module 3**  
14.-16.05.2025  
Schwanenwerder

**Module 4**  
24.-26.09.2025  
Schwanenwerder



**Setting the stage**

- Getting to know your own values, motivators and strengths
- Discussing and assessing leadership in science and academia
- Setting goals for your leadership learning journey and defining development areas

**Enabling the team**

- Understanding and assessing team culture
- Building, leading and strengthening working teams
- Creating a psychologically safe team environment

**Developing others**

- Learning and applying 3 development tools: coaching, feedback and mentoring
- Listening actively, and dealing with conflict and difficult conversations

**Shaping Personality/  
Self-Leadership**

- Re-situating yourself using the Leadership Compass
- Reflecting own self-efficacy and resilience
- Sharpening one's own leadership role and envisioning the future