

Peer  
Coaching  
Programme

2023-2024

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Making a Career  
after the Postdoc

## **Peer Coaching Programme „Making a career after the Postdoc“ for experienced doctoral candidates and postdocs**

The University of Oldenburg has established this Peer Coaching Programme in order to support early career researchers preparing for either a career in science and academia or for a high-ranking position in the non-academic field. The programme addresses in the first place international doctoral researchers in the final phase of their PhD and international postdocs, but is also open to German participants who are comfortable with the sole working language of the programme being English.

The programme pursues two objectives:

1. Supporting the career development of international (and German) postdocs through information on the German academic system and the German job market (modules 4 and 5), through the development of leadership competence and conflict management (modules 2 and 3) and through individual coaching (module 4)
2. Strengthening the personal exchange with colleagues from different disciplines via peer coaching. Peer coachings open new perspectives on working methods, courses of action, and career options, and ideally lead to a lasting cooperation even after the end of the peer coaching programme (module 1 and 6 and additional meetings of the coaching teams approximately every 2-3 weeks).



## Module 1: Kick-off

23.10.2023, 9-17h and 24.10.2023, 9-13h

As a PhD researcher or postdoc you are probably facing a variety of scientific and personal challenges. In addition to inspiring scientific ideas, you also need efficient work organization, dedication, perseverance and a certain resistance to stress during this important stage of your career. Self-motivation over a long period of time and developing your own working methods is an essential part of scientific work. A valuable opportunity to master these challenges is to rely on the support and feedback of others. This is exactly what peer coaching offers you, as basis of the Graduate Academy's coaching programme.

### Aims of the Workshop:

The kick-off workshop promotes and strengthens team building and creates a culture of mutual support and professional feedback amongst participants.

### Contents of the workshop:

- Formation of teams for peer-coaching
- Learning about the method of peer coaching in order to support each other in challenging situations
- Practicing peer coaching and feeling confident applying it
- Finding solutions for demanding situations in everyday professional life together with colleagues from different fields of industry
- Generating ideas to expand your own repertoire of actions and thus strengthen one's own professional role
- Reflecting self-image and external-image through differentiated feedback from colleagues
- Having fun, networking and creating valuable collegial connections that can also last post workshop

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### Trainer

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***Marianne Hoehl** has been working as trainer, systemic business coach and facilitator for the "Institut Almut Probst" (now "Wandelplan"). For more than 13 years she has been leading workshops and trainings for universities, NGO's, varying industries and commercial enterprises. Marianne Hoehl has also been working as TV-presenter, director and author as well as managing director for almost 25 years. She specializes in leadership and team development programs, mindfulness training, transformation processes and coaching for individuals and teams.*

## Module 2: Leadership Competence & Supervising Doctoral Researchers

16.11. and 17.11.2023, 9-12 and 13-16 on both days, online

To master all demands required of a postdoc or a group leader while keeping time for creative research projects it is important to manage yourself and lead your research group in an appropriate way. The workshop presents fundamental knowledge and efficient methods for effective management. While the presented management approach is generally applicable, the focus of the seminar is on environments in science and research.

### Contents in brief

The workshop covers knowledge on leadership in a scientific surrounding and acquaints the participants with different leadership tools.

- Leading and management in a scientific surrounding
- General management tasks and tools
- Management by objectives (MBO)
- Delegate and control tasks
- Motivation, conditions for a motivational surrounding
- Communication, difficult conversations
- Common conflicts arising during supervision of PhD, Master, and Bachelor students
- Exchange of good practice among the participants
- Peer consulting

The seminar enables the participants to organize their own research projects using successfully practiced management tools. All theoretical models are applied to the academic environment in Germany, the exchange of good practice methods is supported.

### Methods

The seminar comprises several training units, which are accompanied by short lectures on indispensable leadership tools. The participants are guided to use managing techniques to organize their own research projects.

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Trainer:

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*Dr. Nicole Eulenburg received an PhD in Social Sciences, and she has training as a coach and organizational developer (Synnecta, Simon Weber Friends, Maiconsulting).*

*Communication skills, mentoring doctoral students, and leadership are the focus of her trainings – coaching emphasis is on resilience, performance and mental coaching.*

*Nicole Eulenburg studied at the LMU Munich and received her PhD from the University of Oldenburg as part of the PhD program of Robert Bosch GmbH. She gained international experience during her teaching stay at the University of Victoria, Canada.*

*Nicole Eulenburg is a professor at the Stuttgart University of Applied Sciences specializing in “Human Resource Management”. Previously, she worked in various functions in the areas of human resources, executive development, change management and communication.*

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## Module 3: Conflict Management – From Confrontation to Collaboration

23.01.2024, 9-16h30 and 24.01.2024, 9-16h30,  
Schlaues Haus Oldenburg

Do you want to enhance your conflict resolution competency, explore effective self-management strategies and practice dialogue facilitation tools? If so, this workshop is for you!

Unresolved conflict can paralyze cooperation within projects and departments, as well as poison the atmosphere in the workplace. This is especially true if conflict continues to rumble on in the background or for long periods. In academia the “games” tend to be more sophisticated yet, the patterns remain the same. No matter whether it is about conflicting goals or strategies or it can be attributed to clashing personalities or communication styles and behavior: ignoring is often not the best option.

With key competencies for successful conflict resolution like using change of perspective, conflict analysis and self-management tools you can turn each confrontation into a constructive process.

### Discussion points are:

- Conflict dynamics and conflict analysis (Glas, Schwarz)
- Competitive and co-operative negotiation
- Harvard negotiation project
- Thomas Kilmann Instrument
- Identifying with conflict partner
- Conflicting personality types and communication styles (Riemann, Satir)
- Short- and long-term self-management
- Dealing with “difficult people” and attacks
- Three methods how to respond to conflict depending on escalation degree
- Conflict de-escalation and prevention: I-messages, constructive feedback, sandwich technique
- Brief responses to high-conflict people: BIFF
- Listening and asking solution-oriented questions
- Conflict moderation roadmap

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Trainer:

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*Monika Maria Thiel studied Theology before gaining an MA in I/O Psychology, Psycholinguistics and Intercultural Communication as well as additional qualifications in the fields of Commercial Mediation, Collaborative Practice, the Graves Values System, Systemic Supervision and Consulting. She is also a certified trainer and speech therapist.*

*Before founding Creative Dialogue in 2006, Monika Maria managed an adult education institution. She also worked 15 years as an editor for the Springer publishing house in Heidelberg. Monika Maria is a specialist for leadership, team development, communication and conflict management and is a lecturer at a number of universities both in Germany and abroad. As a coach, trainer, facilitator and mediator, Monika Maria has developed international teams and individuals. She has gained international experience in Luxembourg, Belgium, Switzerland, France, the UK, Bolivia, the USA, Israel and Palestine.*

## Methods

Trainer input, individual self-reflection exercises, group exercises, real-life case studies, plenum discussions, video clips, feedback

**Note:** Participants are encouraged to share their own cases for case work and group feedback.

## Module 4: Career Development through Research Funding

08.02.2024 Online Workshop 09-13h plus individual virtual coaching sessions in the afternoon and 09.02.2024 individual virtual coaching sessions by individual arrangement

### Workshop Rationale and Objectives

Researchers are increasingly faced with expectations to raise third-party funds if they want to pursue a successful research career. Yet, applying for third-party funds is not an end in itself and could even be detrimental to research careers, if disconnected from own scientific or life plans or scientific goals. This workshop, thus, aims to clarify which kinds of funding opportunities are suitable for the participants' respective purposes. In addition, it offers insights into the objectives and practices of research funding institutions and peer review procedures. The individual short coaching sessions (30 min. each) will help the participants to pave their way towards successful applications in view of their needs and ambitions.

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### Trainer



*Dr. Bärbel Elija Bleher is a part-time employee of Scholz CTC GmbH. As a trainer and coach, she conducts workshops with a focus on career development for young researchers. She is full-time manager of the IFU Graduate Program for PhD students and postdocs at the Institute of Meteorology and Climate Research (IMK-IFU) of the Karlsruhe Institute of Technology in Garmisch-Partenkirchen. Elija Bleher received her Diploma in Biology from the Eberhard Karls Universität Tübingen in 1995. After a research stay in South Africa, she was awarded a doctorate at the RWTH Aachen in 2000. As a postdoc at the University of Mainz, she led a multi-year research project in East Africa as part of a BMBF joint project.*

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## Module 5 Tailor-made Job Applications: How to Apply for a Job and be Hired

07.03., 9-17h and 08.03.2024, 8-16h30

This workshop has been designed for postdoctoral candidates who like to prepare for the job search in a systematic way and who want to learn about application strategies to feel more confident facing the various steps of the process.

It will provide an overview regarding the different employment opportunities available. The participants will learn which strategies they should develop to find a job that matches their profile. They will also learn more about the career options that different occupational fields can offer. The workshop is aiming for individual job application strategies based on personal and professional background and employment options.

The relevant criteria that are obligatory for a written job application will be covered. Participants will also be given the opportunity to have their application documents analyzed and optimized, if desired.

The final part of the workshop deals with the job interview. Which aspects should an interviewee pay special attention to? In which way a job interview led by human resource executives gets structured? Finally, participants will act out individual elements of an interview to feel more confident in these situations.

### Contents in brief

- My job profile and employment options
- The human resource perspective
- Career prerequisites and recruiting process
- My individual application strategy
- How to create application documents that appeal to potential employers
- Dealing with tricky questions
- Main aspects of a successful job interview

### Methods

- Brief presentation
- Discussions in (small) groups
- Peer advice
- Resource oriented coaching exercises

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### Trainer

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*Prof. Dr. Uta Bronner is a specialist for leadership and career planning. After she studied psychology and economics at the Freie Universität Berlin and did her PhD at the Wissenschaftszentrum Berlin für Sozialforschung (WZB) she was active over 10 years in diverse functions of the Robert Bosch GmbH. Today she works as a professor for Human Resource Management at the University for Applied Sciences Stuttgart (HFT Stuttgart). She brings a unique mixture of theoretical expertise and practical experience into her trainings and coachings. Uta Bronner has been working as a trainer and coach in science for more than 20 years.*

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## Module 6: Team supervision day

25.03.2024, 9-12h30 (group 1) and 13h30-17h (group 2)

The team supervision day offers international doctoral researchers and international postdocs the opportunity of reflection and counselling in a group of peers with similar roles and questions.

You are welcome to contribute with concrete topics and/or cases, in order to generate new ideas or different approaches to helpful solutions.

New possibilities for action are developed through analysis, reflection and feedback and there will also be moments of learning and surprising findings when experiencing other supervision cases.

With its unique diversity, peer supervision offers a space to explore mutual competences - everyone benefits from, and participates with each other.

This supervision day serves to give impulses for new perspectives and behaviors and to expand communication and action competences.

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*Trainer*



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*Marianne Hoehl (See module 1)*