



PostDoc Center Adlershof



2-Day Workshop Series:

Leading your own team

[Dr. Christiane Kasack](#)

Content

Are you preparing to lead your own research group? Would you like to communicate effectively with your team, being available, avoiding micro-management and managing conflict? How should you choose the members of your group?

As an advanced postdoc, you are interested in expanding your research by building your own group and looking at applying for professorships or your own grants. In this workshop, we will focus on the leadership challenges this entails: You will manage other researchers and technical and administrative staff. Together, we will discuss leadership as both a function that groups require to work and as a role that you will fill. We reflect your experience with leadership and practice communication tools: feedback, criticism, control. You will learn about team composition and team development, supporting you in selecting the right members for your group. Jointly with other workshop participants, you will discuss power and change perspectives in conflict situations.

You will learn in interaction with the other participants, have time for your individual reflection, and develop your next steps. We will take time to address your individual questions.

Objectives

The participants develop an awareness of leadership as an independent task and competence.

- The participants have an understanding of the design of leadership processes and learn about the concept of leading with goals.
- The participants reflect on their previous (lateral) communication and leadership behaviour and plan concrete adjustments. They design their personal leadership style in an employee- and task-oriented way.
- The participants practise important communication tools and learn to select them appropriately for the situation (listening, feedback, giving instructions, appraisal interviews).
- The participants are aware of the advantages of a diverse team and strive for a diverse composition.
- The participants feel prepared for selection processes for their team.

- Participants reflect on their personal relationship to power and accept the need for control. They develop approaches on how to carry out control.
- The participants know typical conflict lines and moments in teams and can deal with them calmly.

Day 1

08 June 2023, 09:00-17:30 h

Venue: ESZ, room 0'101

- Leadership styles
- Roles as a leader
- Listening as a leadership skill
- Team composition
- Team phases

Day 2

15 June 2023, 09:00-17:30 h

Venue: RUD 25, room 2'417

- Power and Delegating & Motivating
- Demanding & instructing
- Conflicts

Workshop language: English

Venue:

Day 1: Erwin-Schrödinger-Zentrum (ESZ), Rudower Chaussee 26, 12489 Berlin, room 0'101

Day 2: Rudower Chaussee 25, 12489 Berlin, room 2.417 (Haus 2, 4th floor)

The event is aimed at **advanced Postdocs**.
Max. 12 participants.

Please register by mail until 31 May:
postdoc-center-adlershof.mnf@hu-berlin.de