

## Workshop: Leadership Skills for Postdocs

<b>Date:</b>	Mon, 15 January 2024–Thu, 18 January 2024, each day 9.00–11.30 a.m.
<b>Location:</b>	Online workshop via Zoom
<b>Target group:</b>	Postdocs of all research fields of the UA Ruhr universities (max. 12 participants)
<b>Trainer:</b>	Dr. Philipp Gramlich
<b>Registration deadline:</b>	18.12.2023

»» Please register at: <https://eveeno.com/339347213>

### Workshop description

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

#### Seminar contents

##### Hire for quality!

- How to get the best team and not just clones of yourself
- Overcoming biases in staff selection and other work processes

##### Conflict management

- Prevent conflicts by your lab set-up: communication and practicalities
- Deescalate and resolve conflicts by mediation and through fair negotiations
- Escalate professionally if necessary

##### Leadership styles

- Can we find a leadership style that fits all types and is this even desirable?
- Who to delegate to in your diverse team and how?
- Staff development

##### Feedback and other one-on-ones

- Giving and receiving critical feedback
- Feedback in the international context: how (in-) direct can I be?

The workshop will take place using zoom for live interactions and the trainer's learning platform for self-paced learning between the webinars.

## Trainer

**Dr. Philipp Gramlich** studied chemistry at both Munich universities as well as at the University of Sydney. During his PhD, he joined a project team, whose work led to the foundation of baseclick GmbH by BASF Venture Capital. After some exciting experiences during the pre-founding and founding phases of this company, he went to Edinburgh for a postdoc. 2010 Philipp Gramlich left academic research to join Eurofins Genomics for five years. In this time, he worked as team leader. In parallel, 2012 he co-founded NaturalScience.Careers, where he is focussing on leadership training, career starters, coaching and business development.