



### Target groups

Invited to participate are early-career and mid-career women scientists working within the translational research commons (scientists from BIH, Charité and MDC). Please check the training descriptions for information on the specific target group. Participation is free of charge.



### Venue

All events and workshops take place at the BIH head office  
Anna-Louisa-Karsch-Str. 2  
10178 Berlin



### Registration

Please register  
[karin.hoehne@bihealth.de](mailto:karin.hoehne@bihealth.de)



### Contact

All events are organized by the BIH equal opportunities unit. If you have any questions or comments, please contact Karin Höhne (Equal Opportunity Officer)  
[karin.hoehne@bihealth.de](mailto:karin.hoehne@bihealth.de)



### Information

You will find the detailed training descriptions on the website  
[www.bihealth.org/equal-opportunity](http://www.bihealth.org/equal-opportunity)

### Berlin Institute of Health

Anna-Louisa-Karsch-Str. 2  
10178 Berlin  
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[www.bihealth.org](http://www.bihealth.org)  
[@berlinnovation](https://twitter.com/berlinnovation)

## Female Career at BIH

Workshops and Networking Opportunities for Women Scientists

# Equal Opportunity

»Realizing the equal participation of women and men in the field of scientific research« is an important objective of Berlin Institute of Health (BIH)

In order to achieve this goal, we wish to dismantle structural and individual barriers creating disadvantages for female scientists, increase the proportion of women at all career levels where they are under-represented, create family-friendly working conditions and develop an organizational culture featuring gender and diversity competence. We can achieve such a culture by being sensitive to structural and individual disadvantages, questioning traditional role models and gender stereotypes and accepting modern work models and ways of life.

One field of intervention within the equal opportunity work of BIH is career support for female PhDs and Postdocs as women still form a minority in the top positions of scientific research. To support female researchers, BIH offers a variety of themes and formats such soft skill training, networking events and individual coaching, which can be helpful when building a career in science.

# Workshops and Coaching Program 2018

DE: GERMAN EN: ENGLISH

MARCH 9 / 9:00 AM–5:00 PM

WORKSHOP / DE

## Effectively reading and using body language and voice techniques

This seminar explores the rules of nonverbal communication and teaches effective ways to recognize and employ nonverbal communication. Participants will learn to incorporate breathing, body language, and voice techniques as supporting elements in developing their own authentic individual presentation and conversational style. The objective is to help you make a convincing impression on the scientific stage as well as position yourself for long-term success. The trainer will provide constructive individual feedback that will enable you in the future to effectively assess the impact of how you present your research – and yourself.

**Sabine Scheerer** (trainer, actress, coach)

**Participants:** max. 12

**Registration:** February 19, 2018

APRIL 18 + SEPTEMBER 11

COACHING / DE+EN

## Individual coaching sessions for early- and intermediate career women scientists

Do you need useful feedback concerning your individual scientific situation? Do you want feedback on your funding strategy or your funding exposé? The coaching is a one-to-one setting that helps you very effectively find your way to succeed.

### Important elements of the coaching sessions include

- › Developing short and medium-term career goals and a long-term career plan
- › Using these goals to determine an appropriate funding profile

- › Providing résumé feedback
- › Reviewing research proposals from an evaluator's perspective (if applicable)

**Dr. Beate Scholz** (consultant, coach, trainer)

**Details:** 6 short coaching sessions, 45 min. each on both days

**Participants:** max. 12

**Registration:** for April: March 18, 2018

for September: August 13, 2018

JUNE 5 / 9:00 AM–5:00 PM

WORKSHOP / EN

## Voice and body coaching: Communicating with confidence and accuracy

»If only my voice and body could only communicate what I am clearly thinking!«

Integral to voice and body training is the central idea that physical and vocal dynamics are connected to the speaker's motivation and to the importance of the information being communicated. Training is given to improve non-verbal aspects such as gesture, positioning, distance, eye contact and relationship with media. Participants will learn how to present themselves, in particular as women scientist, more effectively and to make the best impression and strongest impact.

**Julie Stearns** (trainer, actress, coach)

**Participants:** max. 12

**Registration:** May 21, 2018

JUNE 25+26 / 9:30 AM–5:30 PM

WORKSHOP / EN

## Navigating difficult situations – conflict management for researchers

Researchers face a variety of specialist, personal and organizational challenges. They need to fill a complex multiverse of role expectations while tackling diverse tasks in consideration of various organizational and content related specifications. This workshop enables the participants to view conflicts as chance for

innovation, professional and personal development. Conflict competence is a key aspect of professionalism and success. In the seminar participants identify their individual conflict competencies and, based on these, develop a professional strategy to handle conflicts in their research environment.

**Dr. Neela Enke** (trainer, coach, biologist)

**Participants:** max. 12

**Registration:** June 6, 2018

SEPTEMBER 25+26 / 9:30 AM–4:30 PM

WORKSHOP / DE

## Attention please!

### The power of defining your organizational self-concept at work

Workshop participants will be invited to explore how they perceive themselves professionally in terms of their values, communication skills, ideas about leadership, personal leadership roles, and various other positions and roles in the workplace. By creatively exploring their own self-image and their personal patterns of successful communication, they will be encouraged to make the concept of professional leadership/roles visible and usable as another means of unlocking their own skills. By examining communication patterns in their own organizational culture, their personal strengths, and how they deal with power and status games, participants will be inspired to expand their communicative skills horizon and apply such skills effectively in their day-to-day professional lives.

**Deborah Ruggieri** (trainer, coach, scientist)

**Participants:** max. 14

**Registration:** September 10, 2018

OCTOBER 29+30 / 9:00 AM–4:00 PM

WORKSHOP / EN

## Becoming more assertive! Rhetoric-Empowerment-Training for discussions & negotiations in the academic field

This Empowerment-Training focuses on the individual strengths of each participant and how to make better use of them, especially in presentations, discussions and negotiations.

How does my inner attitude towards myself, my professional role, my counterpart and the situation influence (body-) language, strategies and outcome? And how can I change it to improve my assertiveness? The workshop centers on exercises and role-play, but also delivers strategies to prepare negotiations and discussions in the academic field. It provides you with feedback on your communication style and individual practical tips for your next appearance. It is an opportunity to find more inner clarity about the exact and true (inner) goal, the aimed relationship to the other(s) and the fitting strategy to communicate more powerful in the situation.

**Julia Lemmlé** (trainer, coach, performer)

**Participants:** max. 15

**Registration:** October 12, 2018

## Talking biography a networking event for women scientists

Early and intermediate career women scientists are offered the opportunity to network with a distinguished researcher or entrepreneur. During this open, informal seminar, topics such as career planning, conducting negotiations and entrepreneurship will be discussed. The invited speaker will talk about her career and the participants have the opportunity to ask questions and network with each other. Snacks and beverages will be provided.

Please check the BIH website for the next meetings.