

CAREER SUPPORT & EQUAL OPPORTUNITY AT BIH

“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 eliminate mechanisms creating disadvantages for female scientists, raise the proportion of women at all career levels at which they are underrepresented, 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 at the top positions in the field of scientific research. To support female researchers BIH offers a variety of themes and formats such as “Self-Marketing”, “Communication Skills” or “Individual Coaching” which can be helpful when building a career in science. Furthermore BIH offers a training on sex and gender aspects in research for PhDs and Postdocs who plan to apply for third-party-funding.

If you have any comments on the training program or suggestions for different topics, please contact: **Karin Höhne** karin.hoehne@bihealth.de



TARGET GROUPS:

Invited to participate are early-career and mid-career female scientists and clinicians working within the BIH Translational Research Commons. Please check the training descriptions for information on the specific target group.

You will find the detailed training descriptions on the website www.bihealth.org/en/equalopportunities

We offer free of charge child care for all workshops. Please tell us during your registration process, if you need child care. Participation is free of charge.

Please register → karin.hoehne@bihealth.de

The workshops are organized by the BIH equal opportunities unit. If you have any questions or comments, please contact

→ **Karin Höhne (Coordinator Equal Opportunity),** karin.hoehne@bihealth.de

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FEMALE CAREER@BIH



Power Games?! Context-based Communication for Career Development! – Workshop

DEBORAH RUGGIERI (trainer, coach and scientist)

DATE: July 3 + 4, 2017, 9:00 am – 4:00 pm **VENUE:** tbd

MAX. NUMBER OF PARTICIPANTS: 16 **CLOSING DATE FOR**

REGISTRATION: June 5, 2017 **LANGUAGE:** German (if necessary the workshop can be offered in English as well)

Development as a successful researcher involves more than building research profiles and skills. Communication and interpersonal skills are progressively becoming a key factor for a successful career development. Scientific demands are often different to other organizational norms. Furthermore knowledge about “power” or “status games” could lead you to a broader view and bigger toolset of communication skills. The participants will get support to recognize specific patterns of communication and status behavior in organizations and to develop tools to handle them.

Individual Virtual Coaching for Female Scientists at BIH – One-to-One Coaching

DR. BEATE SCHOLZ (consultant, coach and trainer)

DATE: July 7 + November 24, 2017 **MAX. NUMBER OF**

PARTICIPANTS: 14 **CLOSING DATE FOR REGISTRATION:** June 2, 2017 **LANGUAGE:** German/English

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.

The coaching will take place via skype or telephone. Please make sure you can talk on the phone during the confirmed session. We offer seven 45 minutes sessions on each day. You can apply for a session either at only one day or for a session

at each day. Please check our homepage for the timetable. Coaching can be offered in German or English.

! PLEASE NOTE: For the registration please send your curriculum vitae and let us know which slots would suit you. If you want feedback on your funding strategy, please prepare an exposé of maximum two pages two weeks before the coaching starts and send it to us.

Sex and Gender Sensitive Research Design – Workshop

PD DR. SABINE OERTELT-PRIGIONE, MD MSCPH (senior researcher at Charité Universitätsmedizin Berlin, Institute of Legal

Medicine) **DATE:** September 27, 2017, 2:00 pm – 5:00 pm

VENUE: tbd **MAX. NUMBER OF PARTICIPANTS:** 16 **CLOSING DATE**

FOR REGISTRATION: August 28, 2017 **LANGUAGE:** English

Sex and gender differences in research have obtained an increasing amount of attention since the largest national funding agencies in the EU and the US have decided to include this consideration as a criterion for granting funds. They clearly state that the inclusion of sex and gender in research is a quality criterion for good practice and a lack of its inclusion will likely reduce the validity of your research. Sex and gender do matter! Do you want to know what the buzz is all about?

Make an Impact! Self-Marketing and Communication Skills for Women Professionals and Academics – Workshop

JULIE STEARNS (trainer, coach, actress and university lecturer)

DATE: October 10, 2017, 9:00 am – 5:00 pm

VENUE: Seminarroom 1, Virchowweg 9 (Innere Medizin) CCM

MAX. NUMBER OF PARTICIPANTS: 12 **CLOSING DATE FOR**

REGISTRATION: September 8, 2017 **LANGUAGE:** English

Would you like to improve your self-marketing skills and make the most of your communication? Throughout the workshop you will exercise how to improve your body language and focus on the quality of your language content and structure of your ideas. The aim is to develop strategies to make a lasting and positive impact on audiences, potential employers and significant contact persons.

Fostering Fruitful Connections – The Use of Networking for Increasing Visibility – Workshop

DR. SILKE OEHRLEIN-KARPI (trainer and coach)

DATE: December 4 + 5, 2017, 9:00 am – 5:00 pm

VENUE: tbd **MAX. NUMBER OF PARTICIPANTS:** 12 **CLOSING DATE**

FOR REGISTRATION: November 3, 2017 **LANGUAGE:** English

Networking is talking with people who can help you explore career options and goals. It is the best way to develop relationships and gain information that will be helpful in your career. Throughout the workshop you will visualize your current network and sharpen your personal profile in the field of networking. Participants will learn how to increase their visibility and get differentiated and hands-on suggestions for a strategic networking approach.

MENTORING PROGRAM AT MDC AND CHARITÉ

Female postdocs working within the BIH Translational Research Commons are offered places in the Charité and MDC program. Female scientists from both institutions can take part in the Mentoring Program of the other institution.

! FOR MORE INFORMATION PLEASE CONTACT

→ KARIN.HOEHNE@BIHEALTH.DE