

PRIMA Leadership Programme 2024

The format of these high-profiled speakers' events are small workshops with 10 to 15 participants. Register via the Event-links below on a first arrived, first served basis.

Overview

Date	Time	Event	Venue	Duration
23.01	12.45-15.45	Career & Leadership – Reflection workshop Personal and peer reflections on “ <i>Authentic networking</i> ” Dr Sarah Shephard , ETH Zurich, CH	Bern	3h
01.02	14.00-17.00	Advanced Leadership –Keynote “ <i>Leading diverse teams towards breakthroughs</i> ” Prof. Juliet Bourke , University of New South Wales, AU	Bern	3h
07.03	14.00-17.00	Advanced Leadership – Keynote “ <i>Overcoming imposter syndrome</i> ” Prof. Usha Rao , Saint Joseph’s University, US, expert UN ICCP	Online	3h
14.03	11.00-12.30	Career & Leadership – <u>Role model</u> <i>Role model event</i> Prof. Lilian Michalik , Vice-rector equality, diversity, and careers, UNIL, CH	Online	1.5h
14.05	09.30-12.30	Meet the Coaches <i>Get to know the coaches, their approaches and specific expertise to identify the best match for you. Coaches with own academic leadership experience from CH, DE & IT.</i> Moderated by Dr Silvie Klein-Franke	Online	3.5h
24.05	13.30-16.30	Career and Academic Landscape – Keynote “ <i>From mentorship to sponsorship: Understanding how invisible support works differently for men and for women.</i> ” Prof. Marieke van den Brink , Univ. Radboud ; NL	Online	3h
04.06	09.15-12.45	Career & Leadership – Reflection workshop “ <i>Between profession and family - a deep dive into the everyday life of female scientists</i> “ Dr Janine Schweier ; WSL, CH/D	Bern	3h
20.06	09.00-17.00	Career Development for Researchers “ <i>The power of emotional competence for decision-making and preparing for the future</i> ” Dr Tanja Wranik , UNIL, CH/D	Online	6h

... see also on the next page...

26-27.09	Two-days retreat	<u>Foundation of Leadership</u> <i>Workshop on</i> <ol style="list-style-type: none"> 1. <i>Foundational career, teambuilding & leadership skills</i> 2. <i>The fearless organization</i> 3. <i>Intercultural differences & leading diverse teams</i> 4. <i>Leading transformation</i> Dr Silvie Klein-Franke, expert to SNSF, CH/D/AT	On site	2 days
04.10	9.30 – 13.00 (incl. Lunch break)	<u>Career & Leadership – Critical incident analysis</u> with Prof. Florina Ciorba , Uni Basel, CH/RO moderated by Dr Silvie Klein-Franke	Bern	2h30
10.10	11.00 – 14.00	<u>Career Development for Researchers</u> <i>“Exploring the corporate sector - gaining visibility, strategic networking & starting up “</i> Sandra-Stella Triebel , CEO Swiss Ladies Drive GmbH, CH	Bern	3h
01.11	9.00 – 12.00	<u>Career & Leadership – Keynote</u> <i>“Unlock your leadership potential”.</i> Emma Wainer ; UK	Bern	4h
05.12	9.00-13.00	<u>Career & Academic Landscape – Keynote</u> <i>“Thriving as a woman in a male-dominated work environment.”</i> Prof. Heather Hofmeister , Goethe-Universität in Frankfurt, DE /US	Online	

23.01	12.45-3.45 pm	Career & Leadership – Reflection workshop Personal and peer reflections on “ <i>Authentic networking</i> ”, Dr Sarah Shephard , ETH Zurich, CH	Bern	3h
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Reflection workshops offer the opportunity to take time to exchange with other team leaders. Reflection workshops build on personal and peer reflections. You will be invited to share with the moderator and the other participants the topics that you would like to discuss. These topics can be related to your career, your team, your working environment or any other issues related to working in academia on which you would like to gain multiple points of views and ideas on how to handle difficult situations or challenges. Based on the different inputs a few topics will be selected for the discussion.

Building enriching mentoring relationships

A good mentoring relationship can provide a wonderful support upon one's academic journey, opening doors and strengthening self-confidence. But how to select a suitable mentor? How to get them to agree to become your mentor? And how to get the most out of your interactions with them?

In this compact workshop, we will move from your concrete experiences to date with mentors, identify factors that contribute to or hinder a successful mentoring process, and examine a broader framework of what mentoring can comprise and how mentoring relationships can be built. Supported by experience-based concrete tips and tools from the academic world, this will allow you to develop your own personal, creative approach to establishing rich and rewarding mentoring relationships. The workshop will be rounded out with practical exercises to give you feedback on your "pitch" to potential mentors and/or specific requests within your current mentoring situation.

Methods

- Brief inputs
- Plenum and small-group discussions
- Focussed role play of key discussion situations typical i) for establishing or ii) during a mentoring relationship

The Workshop leader [Dr. Sarah Shephard](#) is a Faculty Developer at ETH Zurich and a Coach within the PRIMA Leadership Programme. She is specialising in supporting Women in Academia.

01.02	14.00-17.00	Advanced Leadership –Keynote “Leading diverse teams towards breakthroughs” Prof. Juliet Bourke , University of New South Wales, AU	Bern	3h
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Leading diverse teams towards breakthroughs

Do you ever wonder if you are working in an echo chamber? Do you wish you were a more effective leader? In an engaging and interactive 3-hour workshop, Dr Juliet Bourke will unpack “diversity of thinking” and “inclusive leadership”, and their interconnectedness. She will identify the different ways people think about problem solving (and help you to identify your unique perspective), as well why all six are equally important. She will discuss the Six Signature Traits of Inclusive Leadership and help you to assess your strengths and development areas against each of the Traits. Bringing these two themes together, Dr Bourke will help give you the practical skills to be a better leader of diverse thinking teams, and therefore be more innovative and impactful.

Objectives: Develop leadership capabilities

Agenda:

1. **Diversity of thinking**
 1. Identify the value proposition of diversity of thinking
 2. Understand the six different ways people approach problem solving
 3. Situate yourself in the six different problem solving approaches
 4. Appreciate others’ problem solving approaches
 5. Use the six problem solving approaches to solve a complex problem
 6. Plan for communication using the six problem solving approaches
2. **Inclusive leadership**
 1. Identify the value proposition for inclusive leadership in terms of leading diverse teams/engaging with diverse stakeholders
 2. Understand the six signature traits of inclusive leadership
 3. Self-assess against the six signature traits
 4. Identify strengths and development areas
 5. Use storytelling to learn from others and peer coach
 6. Plan for future development
3. **Fireside chat**
 1. Hear about Juliet’s lived experience
 2. Compare and contrast your own career experiences/aspirations
 3. Ask questions to test ideas

Juliet Bourke, PhD, is a professor of practice in the School of Management and Governance, UNSW Business School, UNSW. She is the author of *Which Two Heads Are Better Than One: The Extraordinary Power of Diversity of Thinking and Inclusive Leadership*. Her primary areas of focus are diversity, inclusion, inclusive leadership, interpersonal inclusion and the future of work. She blends academic rigor with practitioner insights. Currently a Professor, as well as a board member and independent workplace consultant, she was previously a partner in Deloitte. For ten years she led the National Diversity & Inclusion Consulting Practice in which capacity she advised global executives on D&I strategy and inclusive leadership.

07.03	14.00-17.00	Advanced Leadership – Keynote <i>“Overcoming imposter syndrome”</i> Prof. Usha Rao , Saint Joseph’s University, US, expert UN ICCP	Online	3h
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Overcoming Imposter Syndrome

“Imposter Syndrome” has been used to describe the experiences of women in academia who attribute their success to luck or chance, in spite of their track record of outstanding accomplishments. Women in STEM fields, which remain primarily homogeneous and male-dominated, can be more susceptible to feeling like imposters. In this workshop, Dr. Usha Rao will lead participants through activities to identify and overcome the individual and structural aspects that contribute to the imposter experience.

Key Takeaways

- Discover how feeling like an imposter can become your superpower
- Learn practical strategies to reframe and manage self-doubt
- Recognize how fear of failure can be an essential component of success
- Commit to creating inclusive workplaces through structural change with the example of STEM



Dr. Usha Rao has received the Association for Women in Science’s Zenith award for lifetime achievement and leadership; the Distinguished Research Lectureship from the Association for Women Geoscientists; the Christian R. and Mary F. Lindback Award for Distinguished Teaching, and the Bingham mentoring award from the Philadelphia chapter of the Association for Women in Science (read more about it [here](#)). She serves as a writer and speaker on sustainability, higher education, and leadership for many US and international organizations.

Dr. Rao’s research focuses on water pollution and sustainability solutions. She has a PhD in geochemistry from the University of Rochester and held an Environmental Research Council postdoctoral fellowship in environmental engineering and geochemistry at Northwestern University. She is currently a Professor of chemistry and biochemistry at Saint Joseph’s University (access the [university website](#)). Dr. Rao is a coordinating editor for the Springer-Nature journal, *Environmental Geochemistry and Health*. She serves as an Approved Expert Reviewer for the United Nations’ Intergovernmental Panel on Climate Change and as a mentor for former US Vice President Gore’s Climate Reality initiative.

14.03	11.00-12.30	Career & Leadership – Role model <i>Role model event</i> Prof. Lilian Michalik , Vice-rector equality, diversity, and careers, UNIL, CH	Online	1.5h
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Role model events consist of two short presentations on essential career and leadership reflections by the invited speaker followed by a discussion with all the participants to address the questions that you might have. Role model events offer a great opportunity to learn from women who hold a professorship what contributed to their success and how they handle the many challenges that academics face.

About the role model

Asked to introduce herself, [Liliane Michalik](#) says, "I'm a biologist," and then goes on to describe her career at UNIL since 1994, from junior lecturer to lecturer, senior lecturer, professor (in 2018) and now vice-rector.

"I thought hard before I accepted Frédéric Herman's wonderful offer, because I was really enjoying my role as the head of the School of Biology. I accepted because I share his vision of UNIL as a place where everyone can flourish, the emphasis placed on career development and the commitment to quality as a shared enterprise across the board." Liliane Michalik is keen to use her department's precious resources to support career development. That includes careers guidance for young people and anyone with an interest in studying before they join UNIL, and then supporting students during their studies and as they transition into employment.

"Inspiration is also key for our future graduates" and achieved by creating events, offering to put them in contact with alumni in Switzerland and abroad, and building relationships with local companies and entrepreneurs in the region. "Because members of our community can be drivers for change in our society, encouraging entrepreneurship and social and/or technological innovation is a priority not only for researchers but also students, and administrative and technical staff," explains the vice-rector. It is all about stimulating ideas and the desire to lead or support projects, or join forces with existing groups, without everyone wanting to become entrepreneurs themselves. "We are motivated by creating a dynamic that will be useful to our graduates, regardless of their future activities."

The cross-cutting theme of women's careers is also essential. "We currently have 27% female professors and are aiming for parity," comments the vice-rector, who is using international and swissuniversities guidelines to work on the crucial issue of recruitment with the deans' offices. Among other cross-cutting issues, she cites the project underway with the Human Resources department to improve efforts to combat assaults. "We are rethinking the whole system from the ground up to ensure it is more effective. We'll be working on communications, prevention, developing training and better case management with a single number to call, to support all members of the UNIL community, alongside a multidisciplinary unit covering psychosocial, legal and practical aspects." The idea is to respond to all requests and identify them properly to help people, regardless of the situation – conflict at work, sexism or other difficulties, which are too often met with a wall of silence.

14.5.	09.30-12.30	Meet the Coaches <i>Get to know the coaches, their approaches and specific expertise to identify the best match for you. Coaches with own academic leadership experience from CH, DE & IT.</i> Moderated by Dr Silvie Klein-Franke	Online	3.5h
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Meet the coaches is a unique opportunity to get to know the different coaches that are part of the PRIMA Leadership Programme and with whom you can sign up for individual coaching sessions. All the participants are entitled to take up individual coaching sections. During this session, you will be divided in small groups and discuss with different coaches.

Five coaches will be present at the event

Ida Castiglioni: [CASTIGLIONI IDA | Università degli Studi di Milano-Bicocca \(unimib.it\)](#)

Sarah Shephard: [Sarah Shephard – Faculty Developer – ETH Zurich | LinkedIn](#)

Beatrice Sigrist: [Sigrist Coaching | About Me](#)

Lille Springall: [Liferequest | Live your best Life](#)

Tanja Wranik: [Work and Organizational Psychology | psyInfo](#)

Moderator

Dr Silvie Klein-Franke, Certified Management Consultant (CMC).

24.05	13.30-16.30	Career and Academic Landscape – Keynote <i>“From mentorship to sponsorship: Understanding how invisible support works differently for men and for women.”</i> Prof. Marieke van den Brink , Univ. Radboud ; NL	Online	3h
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Sponsorship in higher education: re-thinking possibilities for career support

In this interactive workshop, Prof. dr. Marieke van den Brink delves into contemporary insights surrounding gender (in)equality within research institutions, shedding light on the pivotal role that informal networking and sponsorship play in shaping academic careers. Specifically, the discussion centers around sponsorship practices—an active form of support emanating from influential scientists who champion, safeguard, and actively advocate for the career progression of individuals.

Recognized as the 'missing ingredient' in fostering women's career success, sponsorship manifests in various ways, such as collaborative authorship, facilitating network connections, and securing funding. During the workshop, we will explore the differences between mentoring and sponsorship more in-depth. The focus extends to understanding how we, as women scientists, can cultivate additional support in advancing our careers. Join us as we unravel strategies to harness sponsorship, ultimately contributing to a more supportive and gender-inclusive academic environment.

Prof. dr. M.C.L. (Marieke) van den Brink is Professor of Gender & Diversity at the Radboud University Nijmegen, the Netherlands. Her main research interest focuses on ways how bundles of interacting organization processes produce intersectional inequalities in organizations. She is especially interested in how various gender practices tied in with academic organizing, such as recruitment and selection, recognizing and rewarding and the construction of scientific excellence. She is a member of the Dutch National Committee for Diversity and Inclusion in Higher Education and was elected as member of the Young Academy of the Royal Netherlands Academy for Arts and Sciences (KNAW). Her work has been published in the Journal of Management Studies, Organization Studies, Organization, Human Relations, Gender, Work & Organization, and Social Science & Medicine.

04.06	09.15-12.45	Career & Leadership – Reflection workshop <i>“Between profession and family - a deep dive into the everyday life of female scientists “</i> Dr Janine Schweier ; WSL, CH/D	Bern	3h
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Between profession and family - a deep dive into the everyday life of female scientists

Having kids and being successful in research is a challenge, but not mission impossible. During the workshop, we will exchange how to manage both with passion and success – your research career and the family. More precisely, we will discuss the comeback situation post-maternity leave; talk about creative solutions for logistical obstacles at home; exchange about experiences with expected presence in the office and attendance at external appointments; how to handle meeting international mobility requirements; etc.

Dr. [Janine Schweier](#) is head of the research group Sustainable Forestry at the [Swiss Federal Institute for Forest, Snow and Landscape Research](#) (WSL) and has more than 10 years of work experience in research and in the participation and management of national and international funded research activities. She has a background in forest engineering and is editorial board member of two Forest Engineering Journals, member of two forest expert committees, board member of the Swiss Wood Innovation Network and member of the WSL research commission. She has published over 40 scientific papers in international journals that are covering technic-oriented topics as well as with broader solution-oriented forest management approaches. She has more than 40 contributions in outreach articles and spends a significant share of her working time to transfer and implement research results to forest practice.

20.06	9.00-17.00	Career Development for Researchers <i>“The power of emotional competence for decision-making and preparing for the future”</i> Dr Tanja Wranik , UNIL, CH/D	Online	6h
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The Power of Emotional Competence for Decision-Making and Preparing for the Future

Emotions are a rich and important part of working life, and the ability to manage moods and emotions are at the heart of personal and professional well-being, meaningful relationships, professional performance, leadership effectiveness, and positive team dynamics. The good news is that emotional competence can be learned and developed, and that academic leaders can make their lives and the lives of their colleagues and employees more enjoyable and productive if they chose to invest in themselves.

In this one-day virtual workshop, we will examine how moods and emotions influence decision-making and the ability to focus attention and actions on those activities and relationships that support personal and professional future goals and well-being. The following provides a general outline of the types of topics and questions we would cover. The actual questions and topics will also adapt to the needs of the participants.

General Program

- Introduction: The positive and negative effects of moods and emotions on perception, focus, and decision making
- Managing moods and emotions when they distract or hinder you from focusing on essential tasks and relationships. For example, when you are feeling overwhelmed, when dealing with competing personal goals and needs, when trying to satisfy different people in your personal and / or professional lives.
- Using emotions to help you “know” what is right for you, while avoiding some common traps. For example, sometimes your emotions signal what you “really” want, and sometimes they lead you to avoid certain short-term situations and people that might be important for professional or personal long-term goals. What is the difference and how can you know and use this knowledge as you make your decisions for the future.
- Managing your emotions and the emotions of others to encourage mutual collaboration and support during challenging times, while not letting difficult relationships and their emotional consequences hinder your progress and wellbeing.

Tanja Wranik is a global leadership professional with over thirty years of experience. After graduating from Bucknell University, she worked for global corporations in Germany and Belgium before obtaining a scholarship to pursue a doctoral degree. During the PhD, she specialized in organizational psychology, emotional competence, and behavioral economics, while teaching and conducting research at the Swiss Center for the Affective Sciences, Switzerland and Yale University, USA. Since 2006, she has been advising corporations, family businesses, and government institutions on a wide range of questions pertaining to human potential management and strategic organizational development and teaches in several executive and leadership programs. Tanja is also a certified work and organizational psychologist, FSP and certified executive leadership and team coach, PCC, ICF.

26-27.09	Two-days re-treat	Foundation of Leadership <i>Workshop on</i> <ol style="list-style-type: none"> 1. <i>Foundational career, teambuilding & leadership skills</i> 2. <i>The fearless organization</i> 3. <i>Intercultural differences & leading diverse teams</i> 4. <i>Leading transformation</i> Dr Silvie Klein-Franke, expert to SNSF, CH/D/AT	On site	2 days
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For all sessions: You will receive 30' preparatory material one week ahead. The interactive method mix provides instruments and helps you explore applications in your academic setting. **Please do take part in the full 2 days if at possible.**

Session 1: **Foundational career, teambuilding & leadership skills**

Why it matters:

Teambuilding & leadership: We accelerate complexity and dynamics through technological developments and social networking every day – often only to move faster into detrimental directions.

To initiate beneficial changes requires orientation on all organizational levels, knowledge of instruments and a deep understanding regarding anxieties predictably involved in career development and change processes. It requires professionalized, evidence-based leadership aiming for constructive group dynamics.

Career: Women are urgently needed to bring overlooked perspectives into decision making positions. They are confronted with hardly visible professional barriers in male-dominated organizations. Adaptation and confrontation have brought women quite a way and changed some conditions – except that for the respective women it has often been a hard time. Women navigating their careers and this labyrinth consciously save time, energy, develop better personal coping strategies towards career fulfilment. To be self-aware, proactive, instrumental, and networked increases your career opportunities and successes.

Content:

- Teambuilding
- Conscious leadership in times of uncertainty, dynamic and complexity
- Meeting culture
- Individual learning, personal growth, purpose, career development, work-life-integration & health

Session 2: **The learning, fearless organization: Diversity in decision making positions is precondition for quality**

Why it matters:

The next centuries will be imprinted by grave unpredictable changes, which will require enormous adaptations on all levels of societies to keep overall stability or at least resilience.

To serve as templates how to deal with these acute and future challenges as academic leaders we need to build diversity-competencies in the sector, as well as a caring partnership attitude in a learning organizations approach drawing on the different perspectives of a diverse workforce.

Content:

Diversity is human nature and a precondition

- for excellence
- for a learning organization
- to reach sustainability (or even resilience)
- which can all be realized, if we are able

- to avoid polarization and
- to deal with conflict successfully

Session 3: **Intercultural differences & leading diverse teams**

Why it matters:

A clear picture about deep cultural differences (national, disciplinary, gender etc.) and the large risks and slim chances of diverse teams is indispensable for leaders to steer towards excellence. Participants will become competent themselves and a resource to conceptualize strategies enhancing a diverse workforce's successful contribution.

Content:

- Chances and risks of diversity
- Developing intercultural sensitivity
- Framework of intercultural differences
- Leading inclusively towards fearlessness

Session 4 :**Leading transformation**

Why it matters:

Surprisingly in every phase of change different measures are essential for coordinated, systemic action. Steering our actions based on empirical findings makes us more successful, more quick and underscores authentically our consistent scientific approach – beyond our own field and as convincing, pioneering leaders. The change to improving the status of women and getting them into decision making positions is crucial to meeting sustainability challenges.

Content:

- Change dynamics & leading transformation
- Individual resistance, team and organizational dynamics
- Example: gender & diversity in academia

Dr **Silvie Klein-Franke**, Certified Management Consultant: As independent expert I am counselling, process facilitating and capacity building in academia towards individual growth mind-set, integrating and leading diverse teams and realizing learning organizations. I developed, facilitated and implemented impactful diversity programs and trainings among others for the SNSF a division, a research evaluator council and the PRIMA grantees. I further coach and mentor junior and senior researchers.

Work experience:

More than 28 years of leadership and management in universities, taking international and interdisciplinary teams through deep change and reorganization processes. Councilor, trainer, coach & mentor in advanced leadership, diversity and change for [SNSF](#) and [Stifterverband](#), leaders at German and Austrian ministries, funding organizations and companies as well as more than 30 universities and public organizations in D/A/CH. Coordinated with others *International Women's University Technology & Culture* - UNESCO best practice acknowledged. International Constantinus-Award for staff development.

Dr. rer. nat. Max-Planck-Institute for Immunology; Formerly Prof. of applied Sciences for Human Resources, Organizational Development, Leadership & Change at Management Centre Innsbruck, AT.



04.10	9.30 – 13.00 (including lunch break)	Career & Leadership – Critical incident analysis with Prof. Florina Ciorba , Uni Basel, CH/RO moderated by Dr Silvie Klein-Franke	Bern	2h30
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Guest speaker's critical incident case

We will discuss a critical incident case between a tenure-track assistant professor (Florina Ciorba) and two of her doctoral students. About 18-24 months into their supervision, the advisor-doctoral student working deteriorated to the point of conflict and employment probation. The conflict evolved around issues affecting the working relation and hindering scientific progress, such as unreliability, poor communication, excessively long meetings, lack of attention to detail, not accepting constructive criticism, etc. We will discuss the methods for conflict resolution and lessons learned along the way.

Florina Ciorba is Associate Professor at University of Basel, Switzerland, where she heads the High Performance Computing lab. She and her team specialize in methods, tools, and techniques for performance, resilience, security, sustainability, and autonomous operation of HPC and HPDA applications. She is ACM Senior & Life Member, IEEE and IEEE Computer Society member, as well as SIAM and SIAG SC member. She is also a member of various professional fora: OpenMP ARB, MPI Forum, Energy Efficiency HPC WG, HiPEAC, and SPEC HPG.

She is a founding member of ideas4hpc, a not-for-profit association promoting diversity and inclusivity of women and other under-represented groups in HPC and large-scale computing, which spotlights the technical work of diverse speakers at its minisymposium held annually with the Platform for Scientific Computing (PASC) conference.

Originally from Romania, she lived and studied/worked in Greece, United States, Germany, France and Switzerland.

10.10	11.00 – 14.00	Career Development for Researchers <i>“Exploring the corporate sector - gaining visibility, strategic networking & starting up “</i> <u>Sandra-Stella Triebel</u> , CEO Swiss Ladies Drive GmbH, CH	Bern or online	3h
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More information soon

01.11	9.00 – 12.00	Career & Leadership – Keynote <i>“Unlock your leadership potential”</i> Emma Wainer ; UK	Bern	4h
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Unlock your leadership potential

1. What is Executive Presence (EP) and Why might I want/need it?

In this section we will be discovering the obstacles that hinder your connection to EP and prevent you from making a meaningful impact consistently. By identifying these barriers, you can effectively remove and avoid them, thereby preventing any slowdown in your career progression.

2. The Three Pillars of communication that underpin Executive Presence: Clarity, Connection, Credibility

In this section, you will gain insights into the fundamental pillars that form the foundation of EP, so you can strategically leverage what is already working for faster results and focus on one area for growth.

3. Integration - how to begin to build these three elements into their daily communication whether that is 121 or one-to-many.

In this section, we will explore some practical and effective techniques that can help you amplify your presence in both your professional and personal lives. By implementing these strategies, you can start enjoying the benefits of success right away, consistently creating impact and growing in confidence.

Speaker – [Emma Wainer](#)

I have had a gloriously squiggly career, starting in pharmaceutical sales, then training as a Speech and Language Therapist. After a short and sweet affair with the NHS, I became Operations Director in a successful event business, before finding my true passion and training as Voice Coach at the prestigious Royal Central School of Speech and Drama.

Having worked in the public and private sectors, in corporate and in start-ups, I bring a wealth of knowledge and expertise to help you raise your visibility and credibility at work. I do that by using our FLOW Framework, which takes an inside out approach. Everything you think will impact your body, breath and your voice, so if you have any sense of not being enough in any leadership scenario your body, breath and voice will tell tales on you and your audience will know.

Leadership presence is about aligning your thoughts with effective body language and an influential message, authentically delivered. It’s about being able to influence even when you are not in the room. Our coaching approach enables us to help you do this with ease, consistency and without losing your personality in the process.

When I am away from my desk you will find me at the beach with the kids and the dog, messing about in the sea, or swinging in my garden chair with my nose in a good book. I bake an incredible chocolate cake but am allergic to the stuff! I discovered I was dyslexic when I was 46 and it was such a relief!! The highest place in the world I have ever been (so far) is Machu Picchu in Peru.

05.12	9.00-13.00	Career & Academic Landscape – Keynote <i>“Thriving as a woman in a male-dominated work environment”</i> Prof. Heather Hofmeister , Goethe-Universität in Frankfurt, DE /US	Online
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Thriving as a woman in a male-dominated work environment

Background and "why"

The context of women in leadership positions: (zoom-out) historical and current causes and consequences for organizations and society, and the positive benefits of more women in leadership: for teams, organizations, and society

Skill Development:

Working with the token status as the only woman or one of a very few women among the colleagues
 Leading meetings "from the back of the room" and from a sandwich position
 Creating consensus and cultivating allies: moving enemies to neutral and neutral colleagues to allies

Prof. Heather Hofmeister, American, is Full Professor for the Sociology of Work at the Goethe University in Frankfurt and co-director of the interdisciplinary Center for Leadership and Behavior in Organizations (CLBO). She served three years as Vice-Rector of Human Resources Management and Development at RWTH Aachen University (at the time, the most male dominated university environment in Europe) as the first woman in the Rectorate and while holding a professorship of Sociology with the specialty in Gender and Life Course Research. Hofmeister has served on several boards of trustees, editorial boards and Advisory Councils, including the University Boards (Hochschulräte) of Technical University of Munich, the TUM-Institute for Advanced Studies, and the University of Bamberg.

Hofmeister obtained her Ph.D. from Cornell University (USA) in 2002 and is a graduate of Harvard University's Institute for Educational Management in Cambridge, MA (USA) and the CTI Coaches Training Institute in London (UK) and holds other professional trainings. Topics in Hofmeister's research and public speaking include work, family, gender, leadership, careers, and science with a special focus on international comparisons in the sociology of work, life course and gender. She sets a priority on applying research into policy and practice. Her clients include many large research institutions including Max-Planck Institutes, DFG CRC and SFBs (Special Research Areas of the German Science Foundation), and many German and Swiss Universities, including their leadership teams (Rektorate).