

Workshop

Conflict Management for Women Scientists

16. & 23.03.2021 | 09.30h – 13.00h (online)

Content

"Conflicts? I like it!" Who can say that with full conviction? Instead, conflict situations are usually perceived as unpleasant, stressful and disturbing. The potential for innovation and reorientation that lies in every conflict is rarely seen and utilized.

In this seminar, common perceptions of conflict are critically examined and a constructive understanding of conflict is developed. Existing conflict resolution skills of the participants are uncovered and put into action. Methods to address conflicts constructively and to communicate and act professionally in disputes will be taught.

Conflict competence is a key dimension of personal and professional success. This seminar enables participants to discover conflicts as an opportunity for innovation, professional and personal development.

Typical areas of conflict at research institutions arise, from professional and role-related specificities of research organizations as well as the academic career: e.g. negotiating working conditions at the transition from doctoral to postdoctoral phase, between different status groups (administration vs. academic staff), with colleagues, superiors, employees...

Dimensions of implicit and explicit hierarchies in dealing with conflicts are considered, since hierarchy and attributions based on gender origin influence conflict dynamics. Currently there are new challenges, as familiar working conditions and communication processes have to be renegotiated and redesigned due to the pandemic.

How do you succeed in these conflict situations in your own role (e.g. colleague, employee, manager) to adopt a clear and goal-oriented but at the same time respectful attitude and to act in accordance with this?

The seminar offers the opportunity to define one's own conflict areas and to sound out the scope for finding solutions. You will be able to work on concrete problems and develop approaches to solutions.

Trainer

Dr. Neela Enke has a PhD in biology and over 10 years of experience in various European research institutions. She works as a coach for researchers in different qualification levels, teams, as well as executives and employees of universities and research institutions. She offers workshops on career development, leadership skills, team leadership, diversity and conflict management. She is also a trained mediator with a focus on conflicts in research institutions. She is owner and managing director of Scienza Science Coaching and regularly writes articles, columns and books.