

## **Career Management**

### **Focus: Diversity**

For life-long personal development it is important to reflect on personal competencies realistically and to adjust this self view through the mirrored impressions of others. Often we only use a fragment of our potential or hinder ourselves through personal dogma.

The general conditions for career development need to be reflected, as they are different for “In-Group” and “Out-Group” members. „Glass ceilings“ though are predictable and can be dealt with strategically.

#### **Your profile**

- You are preparing for a next step in your career.
- You want some orientation regarding your personal and professional development.
- You are a mentor and want to reflect on your career to better support others with advise.

#### **Workshop content**

- Values, interests, personal styles
- Reflecting competencies and strengths
- „Glass ceilings“

This miniature analysis-option will support you in your personal development.

#### **Your profit**

In this workshop you

- Understand your previous life as the fundament of further steps
- Prove yourself in little assessment tasks regarding leadership competencies
- See the risks for “out-group” careers but learn to understand the added value for yourself, your institution and society

#### **Referee**

Dr. Silvie Klein-Franke, Ideas x Skills, Certified Management Consultant (CMC), international Constantinus-Award 2008. EU-expert in gender (EU research framework) and intercultural and social competence (Leonardo). Referee to the Ministry of Science, Education and Art Baden-Württemberg. Certified careers advisor, studies in diversity management, dissertation as biochemist at the Max-Planck-institute for Immunology. Longstanding management and leadership experience with teams up to 65 people from up to 44 countries and involving more than 15 disciplines. Among others reorganization of a university language centre, building a career service and placement centre, coordination of an international and technical women’s university.

Counseling of German, Austrian and Swiss universities, as well as small and large technical companies regarding gender and diversity issues and reorganization to generate inclusive organizational cultures. Professor in human resource development, organizational development and change management for several national and international study programs at the Management Centre Innsbruck.

#### **References:**

University of Göttingen, Würzburg, Stuttgart, Basel, St. Pölten and Wels, FemTech Austria, Max-Planck-Society, Management Centre Innsbruck, Counties of Tyrol and Vorarlberg, Tyrol Health Insurance, Employment Centre Vienna, Women’s academy Munich, Mentoring Platform Tyrol, Julius Blum GmbH, Lufthansa Technical Training, PDA-Group, Rolls-Royce Europe, ZF.

**Format**

The workshop is given as a 2 day workshop.

Language: English  
Group size: 10-20  
Costs: Upon request.