

## Leading in the Knowledge Society

Knowledge society, globalization, changes regarding the role of e.g. academic institutions as well as employees individualized life-styles and their mobility contribute to challenging leadership requirements in today's and tomorrow's working world. To achieve an organizational culture that promotes innovation and resilience simultaneously under these conditions is urgent not only in the private but also in the public sector. Such leadership might support academic institutions to inspire future society with modified teaching and research and so to execute still more impetus as stakeholder in society.

This course is designed so as to understand important principles of leadership and team dynamics and to foster corresponding competencies.

### Your profile

You are in an academic institution

- leading already or in preparation for a leadership-role
- responsible for innovation or change in your organizational unit
- or have to cooperate within international or interdisciplinary projects.

### Workshop content

- Conscious leadership in times of quick changes
- Demands on leadership: working world and the vision of the learning organization. Data, concepts and specifics of the academic sector
- Leadership competencies and how to achieve them
- Leadership styles
- Accountability and ethics
- Women and minority leaders in a diverse workforce
- Leadership and change

A methodological mix of impulses, examples, self-reflexion, and analysis enables participants to reflect on leadership from their individual and specific starting point.

### Your profit

- You gain crucial understanding of today's dynamic and complex working world.
- You understand the difference between management and leadership and gain an insight into the necessary competencies to be a good leader for the typically heterogeneous teams in academia.
- You understand how to develop yourself further towards good leadership capabilities.
- and will be enabled to contribute meaningfully to a people-oriented and inclusive organizational culture.

### 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). 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 75 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, Kommunalkredit Austria, Lufthansa Technical Training, PDA-Group, Rolls-Royce Europe.

**Format**

The workshop is given as a 2-day workshop.

Language: The seminars can be given in English or German or bilingual.  
Group size: 10 to 15 participants.  
Costs: Upon request.