

## **navigare – Career Coaching**

### **Program Schedule**

#### **INFORMATION & ORIENTATION WORKSHOP**

**Thursday November 07, 2024 | 9 a.m. – 12:00 p.m. | online**

In this half-day online workshop, you will get to know the program and its methods. We offer you an overview of the contents and provide information and orientation for your decision-making to enrol bindingly for a participation in the navigare program.

#### **CONTENTS**

- Introduction and frameworks of the program
- Getting to know the trainer and other interested participants
- Expected learnings of the program
- Peer-Coaching: How it works, typical cases, possibilities and limitations
- Clarifying expectations, needs, concerns in peer-cooperation

#### **MODULE 1: EXPLORING CAREER PATHS**

**Thursday February 6, 2025 | 9:00 a.m. – 4:30 p.m. | on site**

The system of academic careers in Germany has its own very specific set of framework conditions. Recognising your own career preferences while developing an openness to possible career opportunities helps you to gain more stability in your current position.

#### **OBJECTIVES**

The aim of this workshop is to clarify the framework conditions for your individual career development. Career impulses from scientific and non-scientific fields of work support you in gaining more clarity about your personal goals, wishes and needs for your further career path.

#### **CONTENTS**

- Mapping different career paths within and outside of academia
- Tracking down your individual career anchors
- Developing your own career compass

## **MODULE 2: ALIGNING SELF-AWARENESS**

**Thursday March 20, 2025 | 9:00 a.m. – 4:30 p.m. | on site**

Aligning your career with who you are, where you want to go and how you want to add value starts with self-awareness. Understanding your competencies and roles is essential to build on achievements and develop your career. A clear self-image of your individual skills profile will open the doors for future collaboration and career opportunities.

### **OBJECTIVES**

The goal of this workshop is to raise awareness of one's own qualities and abilities. A clear and professional self-image builds confidence to take you where you want to go and reveals potential for inner growth and future skill development.

### **CONTENTS**

- Developing a skills profile to increase self-awareness
- Navigating yourself by aiming to grow and develop your personality
- Strengthening self-awareness towards your career goals

## **MODULE 3: LEADING BY ENGAGING & EMPOWERING**

**Tuesday April 29, 2025 | 9:00 a.m. – 4:30 p.m. | on site**

The increasing complexity of dynamic environments and variable working relationships requires leadership skills that contribute to change. As part of academic leadership, lateral leadership provides a basis for considering the most valued leadership qualities, particularly for underrepresented groups. We will discuss role models and leadership styles and consider our individual potential for skill development, based on existing leadership experience.

### **OBJECTIVES**

This workshop invites you to reflect on role models and to develop visions of inclusive and sustainable leadership. We will explore starting points for inclusive leadership behaviour and sustainable leadership skills over the course of personal career development.

### **CONTENTS**

- Clarifying individual role models of leadership
- Reflection of own leadership experiences and styles
- Navigating leadership development

## **MODULE 4: BUILDING CONFLICT RESILIENCE**

**Thursday June 5, 2025 | 9:00 a.m. – 4:30 p.m. | on site**

Conflict in the workplace can arise for many reasons, including micro aggressions, discrimination, hidden agendas and power plays. Conflicts manifest themselves in many different ways, but they have one thing in common: they create stress and strain for everyone involved. However, conflict resolution is a way to learn from a challenging situation and develop strategies to remain resilient in times of future conflicts.

### **OBJECTIVES**

This workshop aims to raise awareness of typical conflict patterns and coping strategies for difficult situations. An understanding of resilience and individual limits to conflict resolution will help you to better assess potentially stressful situations and actively manage conflict communication.

### **CONTENTS**

- Dealing with conflict situations: challenges, constraints, interventions
- Building resilience with coping strategies and communication patterns
- Establishing strategies for turning dysfunctional to functional dynamics

## **MODULE 5: NETWORKING & TEA TIME**

**Friday July 4, 2025 | 9:00 a.m. – 4:30 p.m. | on site**

Conferences, talks, working groups and research projects offer contact opportunities with other researchers from different disciplines and countries. Being well connected and carrying out research in cooperative partnerships supports chances for further career opportunities.

### **OBJECTIVES**

This workshop aims to introduce into the hidden rules of academic networking and to explain how you can benefit from these networks. A teatime dialogue with internationally experienced researchers in leadership positions offers you a possibility for experience exchange.

### **CONTENTS**

- Scientific networking at different career levels
- Establishing effective contacts in academic networks
- Tea Time: talk with scientists in leadership positions

## **MODULE 6: COLLABORATING IN INTERNATIONAL TEAMS**

**Thursday September 4, 2025 | 9:00 a.m. – 4:30 p.m. | on site**

International teamwork is characterised by diversity, which can generate a very supportive team culture, leading to innovation and creativity. However, teamwork is rife with biases that can affect group effectiveness and lead to tension and friction.

### **OBJECTIVES**

The aim of this workshop is to raise awareness of typical biases in international teamwork and to provide impulses for a flexible range of leadership and intervention methods in order to enable you to maintain collaborations and focus on common goals.

### **CONTENTS**

- Team dynamics in cross-cultural working groups
- Promoting confidence and trust, strengthening relationships
- Typical biases in cross-cultural teamwork and coping strategies

## **MODULE 7: REFLECTING ON PROFESSIONAL GROWTH**

**Thursday October 9, 2023 | 9:00 a.m. – 4:00 p.m. | on site**

Taking ownership of one's career opportunities is supported through the reflection of learning as a part of the personal development goals. Prioritising by aligning one's career with one's interests, strengths, and values paves the way for a sustainable career path.

### **OBJECTIVES**

Following the framework of inner development goals (IDG) you will reflect on your personal achievements during the program. Identifying the areas of inner growth helps you put the next steps into action.

### **CONTENTS**

- Inner growth for outer action – the IDG framework
- Reflection of individual achievements
- Navigating the next steps in your individual career

## FINAL EVALUATION

**Thursday November 13, 2025 | 9:00 a.m. – 12:30 p.m. | on site**

In this half-day workshop, you will review on what you have experienced and learned while participating in navigare.

### CONTENTS

- Review of program outcome
- Reflection on peer collaboration & appreciation
- Putting group learning into practice
- Agreements on further cooperation with the group

**navigare - Career Coaching** is offered by the Equal Opportunities Office of Bremen University.

### CONTACT

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