

Team-Mentoring for Female PhD Students Program



Start: March 29th 9–16h and 30th 9–14h

A new round of the Team-Mentoring Program organised by the Equal Opportunities Office at Leibniz Universität Hannover is to start on 29./30. March. The sessions are aimed at female PhD students, and will be held in English.

Structure and Contents of the Program

The program consists of three main elements: Coaching, the Team Consultation and the Tandem Partnership. A total of six people may take part in each round. Participants benefit from regular exchange, input from the coach and mutual support in the team process. The project is designed to take six months.

1. Coaching

The coaching element focuses on the professional and personal scientific development of the PhD students, the mentees. Over the period of the program, three one - day coaching seminars are offered, led by the coach Deborah Ruggieri, Training, Coaching & Research Berlin.

- Initial Seminar
start of the group process and the individual work process; setting goals for the competence team over the period of the programme.
- Midway Seminar
the seminar concentrates on a topic defined jointly by the competence team (e.g. life and career planning, work-life balance, time management etc.).
- Final Seminar
wind-up of the group process and the individual work process.

2. Team Consultation

Each round starts with a competence team of six female PhD candidates as mentees. Within the competence team, the mentees work on a jointly defined topic, and support each other in achieving the goals they have set. After the initial seminar, the mentees receive a detailed introduction to working in a competence team. The mentees subsequently organise themselves and meet roughly every three weeks to support each other in their own career and life planning.

3. Tandem Partnership

The tandem is a partnership between a person with professional experience from science or industry, a female or male mentor, and a mentee. Through discussion, specific tips, guidance and arranging contacts, the mentor supports the mentee in their professional and personal development. To find a suitable mentor, mentees are interviewed individually, and the matching process is based on their specific needs.

Further information is available from Jana Pannicke, Consultant of Gender Mainstreaming at the Equal Opportunities Office, Wilhelm-Busch-Str. 4, 30167 Hannover. She may also be contacted by e-mail at mentoring@chancenvielfalt.uni-hannover.de or by phone 0511-7624016 or <https://www.chancenvielfalt.uni-hannover.de/team-mentoring.html>