

TUM Postdoc Workshops & Postdoc101 Talks

Winter Semester 2023/24



Talent Program for Postdocs at TUM

Dear Postdocs,

the TUM Talent Factory supports postdoctoral researchers at TUM and continuously expands and improves its program. Please check out our broad program of **transferable skills workshops** as well as **online courses you can take at any time from any place**. Additionally, we organize together with the Munich Postdoc Network the **Munich Postdoc101 Talks**, a talk series open to all postdocs based in the Munich area.

We warmly invite all postdocs at TUM to register for our workshops and online courses. For further suggestions on topics and formats you think would be useful for postdoctoral researchers, please contact us anytime via postdoc@tum.de.

The TUM Talent Factory is recruiting international postdocs for TUM and supports researchers of all levels applying **for third-party funding**.

At TUM, there are various teams and points of contact offering workshops and support measures for postdocs. Therefore, we also inform about these offers in this brochure.

To stay informed about all our offers and events as well as interesting calls we kindly invite you to register for our [TUM Postdoc Newsletter](#) and to follow us on our TUM Postdoc [LinkedIn](#) and [Twitter](#)!

Please also share this program with other TUM postdocs who might not receive our program yet.

We are looking forward to welcoming you soon at one of our events!

Best regards,

The TUM Talent Factory Team

<https://www.forte.tum.de/en/talent-factory/> | postdoc@tum.de

TUM Postdoc Workshops & Postdoc101 Talks | Winter Semester 2023/24

For detailed information and registration, please see the descriptions below.

October		
18	Postdoc101 Talk	All You Need to Know about the "Wissenschaftszeitvertragsgesetz" (Vanessa Adam)
19	TUM Postdoc Workshop	How to Acquire and Manage Third-Party Funding (Magnus Gees)
25	Postdoc101 Talk	Proposal Writing in a Nutshell (Susanne Hollmann)
30–31	TUM Postdoc Workshop	My First DFG Proposal (Alexander Schiller)
November		
07–08	TUM Postdoc Workshop	Building & Managing Your Research Group <i>(for advanced postdocs with (initial) leadership experience)</i> (Thomas Koch)

22	Postdoc101 Talk	Balancing Between PI & Doctoral Candidates: Leading in an (Academic) Sandwich Position (Jan Schmidt)
27–28	TUM Postdoc Workshop	Intercultural Awareness Skills for a more Effective Collaboration in Working Groups (Ania Smolka)
December		
07	TUM Postdoc Workshop	Info-Session: Individual Funding for Postdocs: Emmy Noether Programme & ERC Starting Grants (Mirjam Dallmeier)
13	Postdoc101 Talk	In Balance Under Pressure: Resilience in Academia (Julie Doucet)
January		
17	Postdoc101 Talk	Integrating Artificial Intelligence in Postdoctoral Research: A Paradigm Shift (Alexander Schiller)
18	TUM Postdoc Workshop	How To Become a Professor: Planning and Optimizing Your Academic Career <i>(for early-career postdocs)</i> (Dieta Kuchenbrandt)
tba	TUM Postdoc Workshop	Info-Session: The Entrepreneurial Path for a Scientist (tba)

February		
08–09 +follow-up March, 08	TUM Postdoc Workshop	Grant Writing for Postdocs (Christina Schütte)
20	TUM Postdoc Workshop	Learning & Encouragement through Feedback (Stephan Pfob)
21	Postdoc101 Talk	Career Perspectives at the Interface Between Academia and Industry (Christian Tidona)
28	Postdoc101 Talk	Academic Writing Style for Postdocs – Advanced Tips and Tricks (Sabrina Sontheimer)
March		
05	TUM Postdoc Workshop	Info-Session <i>(for early-career postdocs and advanced PhD candidates):</i> Career Paths in Academia – (Funding) Opportunities for Postdocs (Carla Herrmann)
13	Postdoc101 Talk	Creating Best Practices for an Inclusive Climate (Anna Welpinghus)
14–15	TUM Postdoc Workshop	My First DFG Proposal (Alexander Schiller)

Online Courses you can access anytime as a TUM Postdoc – *please follow the instructions on our webpages:*

Nature
Masterclasses

Please see our [webpage](#) for details. The course “[Focus on Peer Review](#)” is free to access upon registration.

Webcast

“[How to Apply for Professorships](#)” by [schainundkuchenbrandt](#)

Further Points of Contact for Postdocs at TUM *(for detailed information, please see below)*

Quick Links:

[TUM Institute for LifeLong Learning](#)

[TUM ProLehre | Media and Didactics](#)

[TUM University Library](#), esp. [Courses & Consultations](#)

[TUM Language Center](#), esp. [German](#) and [Academic English](#)

[TUM Institute for Advance Study \(IAS\)](#)

[TUM Global & Alumni Office](#), esp. [Welcome Services](#), [TUM Global Events](#), [TUM Community](#), and [Career Service](#).

TUM Postdoc Workshops

The TUM Talent Factory cordially invites postdoctoral researchers at TUM to participate in a series of workshops designed to enhance research and transferable skills. Workshops are mostly held in English and include online as well as on-site events.

We particularly recommend taking part in workshops that go beyond your day-to-day research, i.e., to learn more about topics such as career building, teamwork or conflict management. Most workshops are designed for **early to mid-career postdocs**, but we also added various workshops specifically for **advanced postdocs and research group leaders**, particularly TUM Junior Fellows.

Registration & Deadlines: Please register for the workshops by filling in our [registration form](#) (TUM-account required).

Deadlines can be found on our website. After the deadline, we select the participants and announce free spots or the possibility to register for the waiting list via our [TUM Postdoc Newsletter](#).

Workshop Registration & No Show Policy: We invite professional external trainers for our workshops, who usually work with small groups of 8-12 postdocs. Since these workshops are both costly and in high demand by many postdocs, **we ask participants to only accept their spot if they are able to participate**. Last-minute cancellations or absences without prior cancellation are unfair to those on the waiting list and may reduce the funding we receive for these workshops in the future. **We therefore politely ask you to make sure that you are able to participate in the respective workshop or to cancel at least 10 days before the event.**

For further questions, please feel free to contact us via postdoc@tum.de.

How to Acquire & Manage Third-Party Funding

Date: 19 October 2023

Format: Online workshop via Zoom, 09:00 –17:00 (incl. breaks)

Target group: This workshop is designed for postdocs and early-career scientists.

Description: The workshop is both about acquiring and managing third-party funding but with a focus on managing the funding.

Aims:

- Getting an overview of the most important project sponsors as well as third-party funders
- Getting to know the peculiarities of programs and project lump sums
- Understanding third-party funding as "holistic" resource planning (basic funding, third-party funding, overhead, revenues)
- Being able to recognize and avoid common mistakes in the application process and in this way increasing one's own funding chances
- Deepening the knowledge of third-party funding management in organizational (administration) as well as qualitative aspects (control, sustainability)

Contents:

- What is third-party funding?
- Acquiring, obtaining and managing third-party funding
- Project sponsors
- Quality management
- Financing plan
- Program and project lump sum
- Call for funds and proof of use
- Controlling and risk management

Trainer: [Magnus M. Gees](#) is a trainer at ZWM – Zentrum für Wissenschaftsmanagement e. V. Speyer (Center for Science and Research Management). He works as a consultant individually and cooperatively, especially with clients from the field of research, university and R&D departments of the economy. His consulting and teaching approach is holistic and sustainable. His goal is to support clients in identifying and activating potential – in order to be able to make optimization better!

My First DFG Proposal

Date: 30–31 October 2023

Format: Online workshop via Zoom, 09.00–15.00 (incl. breaks)

Description: One of the most challenging tasks in science is getting continuously funded with creative and convincing proposals. Therefore, organizational and writing tools have to be learned early in a scientist's career. The aim of this course is to provide international postdocs with an opportunity to build their understanding, skills and confidence in writing and evaluating their own grant proposals to get funded. Special emphasis is put on project management in grant writing, key message, abstract, structure, work packages, texting, scientific storytelling, data visualization, contingency plans, appropriate funding calls, financials, and the evaluation process. Examples from the trainer's successful research grants (DFG, EU, etc.) will be used. The participants create their individual proposals with title, abstract, outline, work packages and financial plan. Specific details for the first DFG proposal will be of central importance.

Topics:

- Grant Proposal
- Key Message
- Scientific Storytelling
- Project and Time Management in Grant Writing

Trainer: [Dr. ès sc. habil. Alexander Schiller](#) was a DFG Heisenberg fellow and junior professor for inorganic chemistry at the University of Jena (Germany). In 2011, he started the project [Schiller & Mertens](#). Since 2016 he is a full-time trainer, certified coach and facilitator: teaching advanced research skills, such as communication in science, team building and leading competences and didactics and methodology in university teaching. As researcher and group leader Dr. Schiller knows the challenges of scientists and addresses them interactively in an innovative setting. He is a member in the „Bundesverband für Training, Beratung und Coaching“. Since 2018, Dr. Schiller is a „Certified Advanced Coach“ by the The Thiagi Group, Inc.

Building & Managing Your Research Group (for advanced postdocs with (initial) leadership experience)

Date: 07–08 November 2023

Format: On-site workshop, City Center Campus, two-day workshop,
Day 1: 9:00-17:00 & Day 2: 9:00-13:00, plus 3.0 hours pre-workshop activities
+ optional: personal consulting sessions in the following days

Target group: New research group leaders, professors on tenure track and advanced postdocs with (at least) initial leadership experience

Content and aim of the workshop: The workshop raises critical awareness of how to build research capacity and navigate research leadership with confidence. By reflecting on different styles of leadership, it provides hands-on tools and techniques to develop vision and mission, set goals, identify specific needs, recruit and develop research talent, manage expectations and review progress.

Your benefits: By participating in the workshop, you will be better equipped to:

- enhance research capacity as your career advances
- understand what makes an effective research leader
- set out vision and direction for your research group
- identify your needs and recruit the most qualified candidates
- employ appropriate tools and techniques to foster progress
- and realise your full research leadership potential

Methods: This highly interactive workshop employs theoretical input and practice scenarios, plenary discussions, individual and small group work, experience sharing, and expert advice. It is limited to 12 participants and will be presented in English.

Trainer: [Dr. Thomas Koch](#) is a research management consultant, certified business trainer and coach. Holding a PhD in physical chemistry from the UK, he builds on more than ten years of international research experience. For twelve more years, he has worked as a research manager and senior administrator, delivering high-level support and advisory services for both researchers and university top management at the universities in Bochum (RUB) and Munich (LMU). In 2016, he started up his own consultancy [academic futures](#) to provide hands-on workshops and individual guidance for researchers to realise their research ideas and career objectives.

Intercultural Awareness Skills for a more Effective Collaboration in Working Groups

Date: 27–28 November 2023

Format: Online workshop via Zoom, 09.00–13.00 (both days)

Description: Collaborations frequently involve researchers with different working styles, cultural backgrounds, and approaches to research. Many Postdocs encounter challenges in integrating these diverse perspectives and finding a common ground for collaboration. This course focuses on enhancing cultural awareness as well as exploring effective strategies for communication, flexibility, and one's own openness to different approaches.

Contents:

- Defining Culture and its impact on collaboration
- Communicating effectively with different cultures
- Giving culturally sensitive feedback
- Time Management
- Adapting to bridge the difference

Method: Each day will include hands-on tools, interactive exercises, case studies and group discussions that will enable participants to apply the concepts to their own research projects and work environments. By the end of the training, participants will have a heightened awareness of cultural differences and how they can adapt to make collaboration more effective.

Trainer: [Ania Smolka](#) is a business coach, leadership and communications trainer working with diverse scientific communities. She acquired her Diploma in Psychology at the University of Münster in 2011 and co-founded the [I2A Network](#), a self-organized group of facilitators that specialises in team and individual leadership learning journeys.

Info-Session: Individual Funding for Postdocs: Emmy Noether Programme & ERC Starting Grants

Date: 07 December 2023

Format: TUM Info-Session / Online mini-workshop via Zoom, 10:00-11:00

Target group: This Info-Session is tailored to postdocs who are keen to learn more about individual funding schemes.

Description: This Info-Session aims to provide postdoctoral researchers with an overview on individual funding opportunities within the DFG's Emmy Noether Programme and ERC Starting Grants.

Participants will gain insights about the application process, eligibility criteria, and evaluation criteria for obtaining funding. They will also learn about support structures available to TUM Postdocs to successfully pursue these funding opportunities.

Aims:

- Finding individual funding opportunities within your field of research
- Understanding eligibility and evaluation criteria of different programs
- Understanding the respective application processes
- Becoming familiar with different support options (TUM ForTe, National Contact Points)

Trainer: [Mirjam Dallmeier](#) works at the [TUM Office for Research and Innovation \(TUM ForTe\)](#) and is an expert on individual funding opportunities and the European funding programs.

How to Become a Professor: Planning and Optimizing Your Academic Career (for early-career postdocs)

Date: 18 January 2024

Format: Online-workshop via Zoom, 09.00–17:00

+ **Individual consultancy sessions (optional) in the following weeks (19.01.–31.01.2024)**

Target group: early-career postdocs

Description: The postdoc years are essential for academic career development. During this period, scientists are often torn between conflicting priorities of intellectual independence, on the one hand, and meeting professional obligations towards their employers, on the other hand. Postdocs are expected to develop an independent publication record, apply for external funding, create a distinct research profile, build a teaching portfolio, communicate their research, build a network, undertake research stays abroad, etc. Which of these tasks are particularly important? What are the top priorities? Which time frame is appropriate and compatible with my personal private priorities? How important is the habilitation? The first part of the seminar will be dedicated to learning about and evaluating the various requirements for a long-term career in academia (focus: Germany). Based on this, you will review your current academic profile. Following this reflection, you will develop and specify your next goals and the major steps towards qualifying for a long-term academic career.

After the workshop, participants have the opportunity to take part in a 45-min individual coaching session. Participants can use this, for example, to receive feedback on their profile analysis, to reflect on next career steps, or to work on further individual questions.

Trainer: [Dr. Dieta Kuchenbrandt](#) studied Psychology at the University of Greifswald, spent her postdoctoral years at the Center of Excellence in Cognitive Interaction Technology (CITEC, Bielefeld University), and was a visiting professor for Social Psychology at the University of Osnabrück. In addition, she completed a two-year training program in management consulting and coaching (Deutsche Psychologenakademie). Today, she is the co-owner of [schainundkuchenbrandt](#), working as a trainer and coach dedicated to the interests and concerns of scientists in academia. Her work particularly focuses on career planning and applying for professorships.

Info-Session: The Entrepreneurial Path for a Scientist

Date: tba (January/February 2024)

Format: TUM Info-Session / Online mini-workshop via Zoom, 2 hours (tba).

Description: In this info-session, our experts will provide basic support for scientists on how to found your own start-up. This Info-Session gives you an insight into the entrepreneurial possibilities as a scientist and an overview of existing support structures at TUM, one of the most successful start-up universities in Europe. It is designed for researchers who would like to learn more about what (career) perspectives are part of taking the entrepreneurial path and what types of skills are needed in the field of entrepreneurship.

For updates, please [see our website](#).

Trainers: tba

Grant Writing for Postdocs

Date: 08–09 February + follow-up 08 March 2024

Format: Online-workshop via Zoom, 09.00–13.00 (08.–09.02.2024)
+ 09.00–17.00 (follow-up 08.03.2024)

Description: The aim of this course is to familiarize participants with the strategies for writing successful grant / fellowship applications to various funding bodies. It consists of lecture-style sequences with active participation by the audience dealing with the theory of good scientific writing, the basics of grant applications and the principles of different funding bodies, as well as hands-on exercises on aim definition, structuring a work plan and writing a grant summary. Additional information and exercises on writing good scientific texts in English will deepen the writing experience.

Participants will take part in two half day online seminars (about 4 hours each) in which the topics are discussed and deepened in exercises. This will be followed by another online event approx. 4 weeks later for the evaluation exercise. For this, participants will be asked to prepare a short “mini-grant application” (3-5 pages + Scientific CV). These applications will then be sent to a group of other participants to be evaluated individually before the course. In the final session, groups of participants will then join their impressions on the proposals they evaluated previously, acting as a funding panel. They will produce a feedback form to be handed back to the applicant and will also be asked to rank the proposals internally. This will provide extensive feedback for all participants on their applications, but most importantly, will provide a clear impression of the situation and the view of potential evaluators, which is extremely important to have when writing proposals. The tutor will also provide short feedback on the mini grants for all applicants.

Methods: Lecture style input, individual and group work, discussions, and trainer feedback

Objectives: Participants will:

- learn strategies for writing successful grant applications
- get introduced to general writing techniques
- write a short grant application
- be introduced to different funding opportunities
- learn evaluation procedures and evaluate the texts produced in the group
- receive feedback on their individually prepared texts

Trainer: [Dr. Christina Schütte](#), is co-founder and senior consultant of [ProSciencia Beratungs GmbH](#), who is specialized in grant writing, scientific writing, presentation and scientific project management. She has a background in Chemistry/Biochemistry and worked at the Neurobiology laboratory at the Max-Planck-Institute for Biophysical Chemistry in Göttingen before co-founding ProSciencia in 2004. She has extensive first-hand experience in managing projects both in science and in education.

Learning & Encouragement through Feedback. Tools and Practices for High-Quality Collaboration in Academic Teams

Date: 20 February 2024

Format: On-site workshop, City Center Campus, 9.30–17.00

Description: Teamwork has never been easy. Especially giving and receiving feedback does not come natural to us. In recent years and across all fields, its relevance has increased: We need to learn more, collaborate better and create a culture of trust and mutual aid. How do we rise to this challenge? The good news is that decades of empirical work, alongside recent innovations, offer practical methods that make feedback work. This Workshop offers specific strategies and tools to form a culture of constructive feedback for academic teams. It helps to establish the right mindset, provides psychological insights and enables an exchange about best practices, processes and rules.

Focal Points of the Workshop:

- Giving feedback that is candid, caring and constructive
- Handling emotions in difficult conversations
- Building structures that support constructive feedback
- Forming a growth mindset in your team through feedback
- Identifying and dealing with the needs behind feedback
- Avoiding typical mistakes when giving or receiving feedback
- Soliciting feedback (from busy people)

Trainer: [Stephan Pfob](#) is co-founder, trainer and new work guide at [Berlin Alley](#), specialized in feedback and the psychology of sustainable work. He has extensive work experience in different fields, ranging from academia to administration, teaching, business intelligence and information design. He is the co-author of “Wertschätzung. Ein Praxisbuch”, and coach at Science & Startups.

Info-Session: Career Paths in Academia – (Funding) Opportunities for Postdocs

Date: 05 March 2024

Format: TUM Info-Session / Online mini-workshop via Zoom, 13.00 –15.30

Target group: early-career postdocs

Description: It is well known that pursuing a career in academia can be tedious and many young researchers continue their career beyond a PhD without being aware of the career system. They are expected to raise third-party funds, but are not given any advice and training on how to apply for these funds.

In this workshop, you will get an overview of the largest funding organizations in Germany and the third party funding system, as well as general insights in the career paths at a university. The workshop aims at early career researchers and doctoral students who want to gain insight into the system and prepare for their first application in Germany.

Trainer: [Carla Herrmann](#) works at the [TUM Office for Research and Innovation \(TUM ForTe\)](#). She is part of the TUM Talent Factory Team which offers a wide range of career services to TUM postdocs and to external postdocs interested in joining the TUM.

Cooperation Partner: [TUM Graduate School](#)

My First DFG Proposal

Date: 14–15 March 2024

Format: Online workshop via Zoom, 09.00 –15.00 (incl. breaks)

Description: One of the most challenging tasks in science is getting continuously funded with creative and convincing proposals. Therefore, organizational and writing tools have to be learned early in a scientist's career. The aim of this course is to provide international postdocs with an opportunity to build their understanding, skills and confidence in writing and evaluating their own grant proposals to get funded. Special emphasis is put on project management in grant writing, key message, abstract, structure, work packages, texting, scientific storytelling, data visualization, contingency plans, appropriate funding calls, financials, and the evaluation process. Examples from the trainer's successful research grants (DFG, EU, etc.) will be used. The participants create their individual proposals with title, abstract, outline, work packages and financial plan. Specific details for the first DFG proposal will be of central importance.

Topics:

- Grant Proposal
- Key Message
- Scientific Storytelling
- Project and Time Management in Grant Writing

Trainer: [Dr. ès sc. habil. Alexander Schiller](#) was a DFG Heisenberg fellow and juniorprofessor for inorganic chemistry at the University of Jena (Germany). In 2011 he started the project [Schiller & Mertens](#). Since 2016 he is a full-time trainer, certified coach and facilitator: teaching advanced research skills, such as communication in science, team building and leading competences and didactics and methodology in university teaching. As researcher and group leader Dr. Schiller knows the challenges of scientists and addresses them interactively in an innovative setting. He is a member in the „Bundesverband für Training, Beratung und Coaching“. Since 2018, Dr. Schiller is a „Certified Advanced Coach“ by the The Thiagi Group, Inc.

Munich Postdoc101 Talk Series | Wednesdays 16.00 – 18.00

With the Munich Postdoc101 Talk Series, we provide crucial information about a variety of topics that are of particular importance for postdoctoral researchers. The talks are organized together with the Munich Postdoc Network as an open format for all postdoctoral researchers in the Munich area.

The talk series takes place on Wednesdays between 16.00–18.00 h. The series will be conducted online via Zoom. We have invited many internal and external speakers who will share their expertise with you in an open and accessible format.

Registration & Deadlines: The series is open to all postdocs in the Munich area and we do not limit the number of participants. For this format, **there is no selection process and you do not need to inform us when you are unable to participate.**

You can sign up for one, a few or all the talks via our [registration form](#).

The Zoom link will be sent to everyone who registered for the talk (or all talks) on Tuesday at noon before the respective talk.

The talks all include a Q&A session, so you have the chance to ask questions. Since the speakers will talk to a significantly larger audience than in our workshops, we will bundle the questions and moderate the sessions. However, the talks cannot offer the space to discuss personal situations or issues in detail.

If you have further ideas for topics that appeal to a larger group of postdocs, you are very welcome to contact us anytime so we can take your ideas into consideration for further events!

Cooperation Partner: [Munich Postdoc Network](#)



All You Need to Know about the "Wissenschaftszeitvertragsgesetz"

Date: 18 October 2023

Description: Most pre-docs and postdocs at German universities are working in limited-term employment contracts according to the Wissenschaftszeitvertragsgesetz (WissZeitVG). The WissZeitVG limits the overall duration of employment in limited-term contracts at German universities or research institutes for qualification purposes to 12 years (15 years in the field of medicine). In certain cases, for example for childcare, the WissZeitVG allows extensions of the maximum period of employment. It also contains special clauses for limited term employment in third-party funded projects. This talk aims to equip participants with the necessary basic knowledge of WissZeitVG that is essential for the planning of a career in science. The talk will be held in English.

Speaker: [Dr. Vanessa Adam](#) is a lawyer and consultant at Deutscher Hochschulverband, Bonn (DHV). Her professional focus is employment law, university law and civil servant law. She offers legal consultations on these topics, support in appointment negotiations for professorships as well as general career advice in the academic field to DHV members.

Proposal Writing in a Nutshell

Date: 25 October 2023

Description: This introductory course provides young researchers with a practical way to apply for third-party funding and how to write a proposal. Participants will be given important information about what to consider when applying for external funding. The most common pitfalls are highlighted. This module is transferable to all funding programs. Participants also receive an introduction to the perspective of funders and reviewers and learn how to use these different perspectives to optimize their own application concepts.

Speaker: [Dr. Susanne Hollmann \(CEO\)](#) is biochemist and licensed coach for career development. Since more than 10 years she is instructor in training courses covering a spectrum of topics including grant writing, project management, Responsible Research & Innovation, Open Science, but also in activities in context with communication and dissemination. Susanne also has been involved in the foundation of several companies. She engages in initiatives on standards and SOPs in biotechnology and is currently member of the ISO TC 276 committee on biotechnology. Susanne is evaluator for several national and European Commission funding programs.

Balancing Between PI & Doctoral Candidates: Leading in an (Academic) Sandwich Position

Date: 22 November 2023

Description: Many postdocs in a sandwich position struggle with the difficulties related to their position: They know what e.g. the doctoral candidates do, discuss aims and invest a lot of time in support and supervision. But if the PI demands changes or assigns new tasks, they have to take it into account in their planning although they might not agree. The talk addresses the challenges sandwich leaders have to face. It covers strategies to lead in this position by knowing the colleagues and the bosses interests and motivations in order to shape relationships and influence effectively.

Key Topics:

- What does it mean to lead colleagues and bosses?
- Different types of motivation: employees/PhDs, colleagues, and PIs
- Trust as a key resource
- Strategies for “upward leadership”

Speaker: [Dr. Jan Schmidt](#) is a freelance trainer, facilitator and moderator with more than 10 years experience as founding director of a graduate academy. During this time Jan worked intensely with young researchers in their doctoral and postdoctoral phase and gained sound knowledge of their questions and needs. After leaving university, he continued working as a freelancer focussing on young researchers and questions linked to their career: e.g. communication, career development and leadership. He is part of the [I2A Network](#).

In Balance Under Pressure: Resilience in Academia

Date: 13 December 2023

Description: Postdocs often juggle multiple responsibilities and obligations, such as conducting research, writing papers, teaching, mentoring students, attending conferences, networking – and then there is also the private life. Balancing these tasks and prioritizing effectively can be challenging. Although some standard time management techniques might be useful, many will not dissolve the challenges. Therefore, the most effective way to deal with it is to build resilience from within.

Objectives:

- Enhancing self-awareness and exploring individual stressors
- Understanding resilience and stress mechanisms
- Mindfulness - a crucial skill for resilience
- Individual energy- and stress management
- Exploring

Speaker: After her business studies, [Julie Doucet](#) decided to follow her passion about **people, listening mindfully and enabling them** to confidently meet themselves and became a psychological consultant and business coach. She loves to share inspiration and knowledge. As a facilitator, she creates a light atmosphere and focuses on the **individual potentials** of everyone in the room. As a coach, she acts as a mirror and holds the space for the client to deeply look and feel within to find new solutions.

Integrating Artificial Intelligence in Postdoctoral Research: A Paradigm Shift

Date: 17 January 2024

Description (Created with the help of ChatGPT-4): In this dynamic era, artificial intelligence (AI) is revolutionizing diverse fields, including the scientific research landscape. As postdoctoral researchers, it is critical to understand, adopt, and adapt to these emerging technologies. In this talk, we delve into the role of AI in a postdoc's daily work, showcasing its transformative potential in enhancing research productivity, efficiency, and innovation.

We will start by exploring AI's foundational principles, followed by an interactive discussion of its various applications in research environments. Case studies demonstrating AI's utility in data analysis, literature review, hypothesis generation, and experimental design will be highlighted, showcasing how it can streamline workflows, expedite discoveries, and drive high-impact research outcomes.

The talk will also address potential challenges in AI integration, including ethical considerations, data privacy concerns, and the need for upskilling. Ultimately, this conversation aims to demystify AI for postdoctoral researchers and offer actionable strategies for leveraging AI tools in their research journey, paving the way for a more informed, efficient, and future-ready scientific community.

Speaker: [Dr. ès sc. habil. Alexander Schiller](#) was a DFG Heisenberg fellow and junior professor for inorganic chemistry at the University of Jena (Germany). In 2011, he started the project [Schiller & Mertens](#). Since 2016, he is a full-time trainer, certified coach and team facilitator: teaching advanced research skills, such as communication in science, team building and leading competences and didactics and methodology in university teaching. As researcher and group leader Dr. Schiller knows the challenges of scientists and addresses them interactively in an innovative setting. He is a member in the „Bundesverband für Training, Beratung und Coaching“. Since 2018, Dr. Schiller is a „Certified Advanced Coach“ by the The Thiagi Group, Inc.

Career Perspectives at the Interface Between Academia and Industry

Date: 21 February 2024

Description: Christian Tidona, the founder and managing director of the [BioMed X Institute](#) in Heidelberg, Germany, will talk about his journey as a scientist entrepreneur. In his talk, you will learn about the three success factors for innovation and new opportunities in emerging technology fields, such as spatial multi-omics, bioconvergence, and artificial intelligence. You will get first-hand advice on bridging the gap between academic biomedical research and successfully developing new therapies for the benefit of patients, as well as guidance on transitioning from academic research to building a pharma industry career or a start-up company.

Speaker: [Dr. Christian Tidona \(BioMed X\)](#) is a biotech entrepreneur and founder of the BioMed X Institute in Heidelberg, Germany. He studied biology and received his doctoral degree in natural sciences from the University of Heidelberg. Throughout his career, his focus was always to seed innovation at the interface between academia and industry. Christian is co-founder of BioRN in Heidelberg, the cluster management organization at the heart of one of the strongest biomedical innovation hubs in Europe, co-founder of the Heidelberg Institute for Stem Cell Technology and Experimental Medicine HI-STEM, and member of the Board of Directors of Yeda Research and Development, one of the world's most renowned technology transfer organizations at the Weizmann Institute of Science in Israel.

Academic Writing Style for Postdocs – Advanced Tips and Tricks

Date: 28 February 2024

Description: In a globalised academic world as ours, scientists must gear their academic career towards international networking and exchange – especially in the postdoc phase. To achieve this, writing and publishing in English is essential. Even if postdocs have already produced academic texts in English, they need to elevate their writing competence to the next level to meet the Anglo-American academic standards.

In this interactive talk, we are discussing some subtleties of English academic writing, which cause typical (German) mistakes on an advanced level. First, we are taking a closer look at core differences between the English and German languages, which can help us to understand the peculiarities of academic writing in English better and to write more easily in the foreign language. Then, we are focusing concrete matters of style, transitions, and punctuation. Last, we are doing practical exercises to learn the paramedic method that makes texts more concise, elegant, and fluent.

Objectives:

- Understand basic differences between English and German (academic) writing
- Learn what makes your writing style more “English” and elegant
- Learn how to make clear transitions and build up coherent arguments
- Know the specialties of the English use of punctuation, especially commas
- Get familiar with the paramedic method to make your writing more concise and learn how to apply the method to your own texts

Speaker: [Dr. Sabrina Sontheimer](#) studied English Literature, German Linguistics, and Theatre at LMU Munich, where she worked several years as a research assistant and earned her PhD in English Literature. Today, she is a research assistant at the LMU Writing Centre being responsible for the training of the lecturers regarding academic writing and supervising. As a certified train-the-trainer and live-online trainer, she specialized in several fields of higher education, such as academic writing, teaching off- & online, communication, and time management. She offers online and offline workshops in German and English to universities and other institutions of higher education.

Creating Best Practices for an Inclusive Climate

Date: 13 March 2024

Description: Today, many universities, institutes, or research groups have measures for promoting demographic diversity and gender equality – and indeed, such measures may be a requirement for receiving funding. Yet, universities remain riddled with inequalities and exclusion. This includes exclusion along the aforementioned demographic lines, but it can also be based on other issues. Furthermore, exclusion can happen because of explicit requirements, but also because of informal social norms or workplace culture.

This talk deals with the question of which customs and procedures ("best practices") working groups or departments can establish in order to create an inclusive climate. After an introduction to the topic, existing recommendations will be presented and discussed. There will also be ample opportunity for reflection on the climate in one's own work environment and suggestions for how to create a more inclusive climate.

Contents include:

- What does an inclusive climate consist of?
- What recommendations are there for best practices for an inclusive climate?
- How can you adapt these recommendations to improve the climate in your own working group?

Speaker: [Dr. Anna Welpinghus](#) holds a doctorate in philosophy. Among other things, her research has dealt with unconscious bias. She has been teaching philosophy at Bielefeld University since 2022 and is involved in the development and quality management of the degree programs there. Contributing to good learning and working conditions at universities is important to her. She also offers workshops on how to deal with structural injustice in higher education.

Online Courses You Can Attend Anytime

Nature Masterclasses

TUM has an institutional subscription to [Nature Masterclasses](#). Please see our [website](#) for details. The online course [“Focus on Peer Review”](#) is free to access for everyone upon registration.

Webcast “How to Apply for Professorships”

Format: The [webcast](#) includes 3.5 hours of video material as well as work materials (handouts, sample CVs, list of questions from commission discussions).

Description: Every scientist who decides to stay permanently in academia sooner or later faces what is supposed to be career’s hardest challenge: applying for full professorship. The aim of the webcast is to provide participants with detailed information about all phases of the appointment procedure for professorships (with a focus on Germany), and to give them concrete advice and tips for their applications. The webcast will first deal with the procedure and the formal aspects of the appointment process. Afterwards, all necessary application documents (especially CV, cover letter, research and teaching concept) will be discussed in detail and partly illustrated with sample materials. The third part addresses all aspects of the hearing. Participants will learn about the requirements for the application talk and the demonstration lecture. In addition, the most frequently asked questions in the interview with the selection committee will be discussed.

Provider: [Dr. Dieta Kuchenbrandt](#) studied Psychology at the University of Greifswald, spent her postdoctoral years at the Center of Excellence in Cognitive Interaction Technology (CITEC, Bielefeld University), and was a visiting professor for Social Psychology at the University of Osnabrück. In addition, she completed a two-year training program in management consulting and coaching (Deutsche Psychologenakademie). Today, she is the co-owner of [schainundkuchenbrandt](#), working as a trainer and coach dedicated to the interests and concerns of scientists in academia. Her work particularly focuses on career planning and applying for professorships.

Webcast details and registration: As a member of TUM, you can register for access to the webcast on our [website](#). We will send you your login data within a week.

Further Points of Contact & Workshops at TUM

TUM Institute for LifeLong Learning

In addition to the Postdoc Workshops, you may also take a look at the Leadership and Project Management courses offered by the [TUM Institute for LifeLong Learning](#).

The TUM Institute for LifeLong Learning stands for evidence-based, future-oriented and sustainable continuing education. Adopting a holistic approach, it offers a wide range of individual courses and structured programs to support professionals in academia and business to advance their capabilities and to face current and future job-related and societal challenges effectively.

The TUM Institute for LifeLong Learning offers programs for TUM employees, including:

TUM horizons: TUM horizons offers [coaching](#) and [workshops](#) on the topics change, communication, leadership, budgeting and digital working. Some of these courses are free of charge. Please note that most workshops are held in German.

Effective Science Management: The course program includes, among others, workshops on project management, agility, mental health, leadership and diversity.

For further questions and suggestions, please contact sciencemanagement@lll.tum.de.

CareerDesign@TUM: CareerDesign@TUM is a structured qualification program for mid-level academics. It offers five attractive qualification paths that allow participants to develop their talents in interests:

- TUM Researcher (Research)
- TUM Learning Professional (Learning and Development)
- TUM Science Manager (Science Management)
- TUM Entrepreneurship Advisor (Innovation and Spin-off Management)
- TUM Technical Expert (Technical Operations and Technology Management)

For further questions, please contact careerdesign@lll.tum.de.

TUM ProLehre | Media and Didactics

[ProLehre | Media and Didactics](#) team's aim is to improve your teaching, expand your teaching skills and make best use of the design possibilities of Educational Technologies.

ProLehre

- issues [courses and certification](#) (Certificate for Teaching in Higher Education of the Bavarian Universities) at a foundation, advanced and specialisation level
- [advices and supports you](#) in developing your repertoire of teaching and evaluation tools
- offers a variety of [materials, tools, and online-videos](#) that help you improve your teaching skills.

For further information, please visit their [website](#).

TUM University Library

[The University Library](#) offers much more than just books and databases! The library supports you with a wide range of publishing and consultation services in such areas as research data management, citation, open access, and bibliometric. We particularly recommend their workshops and courses.

Their services include

- courses and e-learning, such as e-courses on literature research and Citavi
- courses on research data management
- information and trainings on publishing and citing
- the TUM Workbench, a tool for an integrated project and research data management with which you can create for example electronic lab books and data management plans
- support to researchers according to TUM's Open Access Policy, for example by a publishing fund, consultation services and mediaTUM as TUM's self-archiving platform
- library tours
- themed weeks with a program on a variety of different topics

All dates and the complete course program are available on the [Library's website](#). For more information, please contact the [Library's Information Literacy Team](#).

TUM Language Center

German Language Courses

The [TUM Language Center](#) provides German language courses for international fellows and offers intercultural communication courses and events to enhance intercultural discourse. They offer special courses for the TUM staff, which makes it also a great opportunity to meet other researchers at TUM.

For updated information and other languages offers, please visit [this website](#).

English Writing Center

The [English Writing Center](#) offers free one-on-one consulting in English writing to all members of the TUM community. Both professional language instructors and student Writing Fellows, all of whom are native (or near-native) English speakers, staff the Center. Contact them to develop long-term proficiency in English writing or to polish your papers in progress!

For updated information, please visit [this website](#).

TUM Institute for Advance Study (IAS)

The [TUM Institute for Advanced Study \(TUM IAS\)](#) serves as a flagship institute for top-level international research at TUM, and has helped to drive the university's development into one of Germany's top academic institutions. The IAS Fellowship Program offers excellent guest scientists from academia and industry, as well as early-career scientists the chance to conduct world class, interdisciplinary research at TUM.

For updated information, please visit their [webpage](#).

TUM Global & Alumni Office

The [TUM Global and Alumni Office](#) is your central hub to learn about international exchange opportunities, as well as the university's worldwide partnerships and networks.

Welcome Services for international researchers

With its Welcome Services, the TUM Global and Alumni Office supports international postdocs, guest professors and TUM hosts, regarding all formalities related to relocating to Munich. We are the central point of contact for the campuses in Munich, Garching, and Freising and aim to help researchers integrate smoothly into TUM's academic life.

For further information, please visit this [website](#).

TUM Global Events

The TUM Liaison Officers in Beijing, Brussels, Mumbai, San Francisco, and São Paulo regularly organise events in their regions. The Series provides an opportunity to learn more about TUM's dialogue with international cooperation partners.

Find out more about their programme on the [website of the TUM Global & Alumni Office](#).

TUM Community

The [TUM Community](#) comprises all alumni, students, doctoral students, and postdocs, as well as all employees of TUM. The TUM Community

- offers advice on all stages of your career cycle. The Career Service organizes for example application trainings, career counselling and an online CV-Check.
- provides mentoring for scientists
- organizes regular events such as talks, discussions, and networking events for TUM students and alumni

Visit this [website](#) to stay connected!

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