TUM Postdoc Workshops & Postdoc101 Talks
Winter Semester 2022-23
Dear Postdocs,

the TUM Talent Factory supports postdoctoral researchers at TUM and wants to continuously improve the program. Many events are already available for the Postdocs at TUM. 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 Munich.

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

The TUM Talent Factory is recruiting international postdocs for TUM via the Research Opportunities Week (ROW) and supports researchers of all levels applying for **third party funding**.

It has been brought to our attention that new postdocs only learn about the TUM Talent Factory by chance. We thus kindly invite you to **share this program with other TUM postdocs** who might not receive our **TUM Postdoc Newsletter** yet.

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.

Please join our TUM Postdoc **Linkedin Site** and follow us on **Twitter** to stay informed!

Best regards,

TUM Talent Factory

[https://www.forte.tum.de/en/talent-factory/](https://www.forte.tum.de/en/talent-factory/) | postdoc-application@tum.de
## Overview of all Workshops & Talks

*For detailed information, please see the descriptions below!*

| Anytime | Online Courses you can access anytime  
– please follow the instructions on our websites (see below): |
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| January                  | TUM Postdoc Workshop | Building and Managing Your Research Group for Postdocs  
(Thomas Koch) |
|-------------------------|----------------------|----------------------------------------------------------|
| 10–11                   | TUM Postdoc Workshop | The Entrepreneurial Path for a Scientist  
(Tobias Ruzok & Speakers from TUM VentureLabs) |
| 11                      | Postdoc101 Talk      | How to Become a Professor?  
Planning and Optimizing Your Academic Career  
(Dieta Kuchenbrandt) |
| 17                      | TUM Postdoc Workshop | Learning and Encouragement Through Feedback  
(Stephan Pfob) |
| 25                      | Postdoc101 Talk      | Understanding and Resolving Conflicts at Universities  
(Claudia Nounla) |
| February                |                      |                                                          |
| 7                       | TUM Postdoc Workshop | Self Marketing in a Nutshell  
(Adriane Schmidt) |
| 8                       | Postdoc101 Talk      | Career Paths in Academia (Funding) – Opportunities for Postdocs  
(Olga Malets & Tiffany Paulisch) |
| 15                      | TUM Postdoc Workshop | Leadership Skills for Women in Academia  
(Christine Lohmeier) |
### Points of Contact at TUM *(for further information, please see below!)*

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<th>Quick Links:</th>
<th>TUM Institute for LifeLong Learning</th>
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<td>TUM University Library, esp. Courses &amp; Consultations</td>
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Postdoc Workshops

The TUM Talent Factory warmly 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 to take part in workshops that go beyond your day-to-day research, i.e., to learn more about topics such as science communication, 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):

https://wiki.tum.de/display/postdoc/TUM+Postdoc+Workshops

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.

If you are interested in more than one workshop, you can submit the form multiple times. Please make sure to add a motivational statement for each registration. The statement is crucial for our selection process when the numbers of applicants exceed the maximum number of available spots.

**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 expensive 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 also reduce the funding we receive for these workshops in the future. We therefore strongly 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 at postdoc-application@tum.de.
Project Management – Plan Your Scientific Projects and Prepare Your Grant Proposals

Date: 26–27 October 2022

Format: Online workshop via Zoom, 10.00–14.00

Target group: This workshop is designed for Postdocs and Doctoral Candidates in their last year/preparing their first independent projects

Description: The qualification phase in particular is characterised by project work. For post-docs, this often means working on the project as well as working in the project. Experience shows that intuitive management carries us a long way. But it can also quickly reach its limits: for example, due to lack of resources, conflicts, unclear requirements or overload. The workshop therefore aims to enhance intuitive and experiential competence with a systematic approach to project management. We will look at both the project planning for grant proposals and the tools for project management in academia.

Contents:
- How to set goals and objectives
- How to create a project plan for scientific projects and proposals
- How to track progress and milestones
- How to manage risks
- How to communicate with stakeholders

Trainer: PD Dr. Mareike Menne received her PhD and habilitation in Early Modern History from Paderborn University. After her post-doctoral fellowship in the DFG-GK Archives – Power – Knowledge at Bielefeld University, she was in academic management at Stuttgart University. In 2013, she founded her consultancy on academic career planning, professionalization of academic self-governance and leadership, and resilience.
Building and Managing your Research Group for Research Group Leaders

Date: 8–9 November 2022

**Format:** On-site workshop, City Center Campus, day 1: 9.00-17:00; day 2: 9.00-13.00

**+Individual consultancy sessions (optional):** 10 November 2022

**Target group:** This workshop is designed for research group leaders and advanced postdocs already have their own group. Mid-career postdocs without their own group can register for the workshop in January.

**Description:** The transition from postdoc to independent research group leader is an exhilarating, yet challenging experience. This workshop raises critical awareness of how to navigate research leadership with confidence. Reflecting different styles of leadership, it provides hands-on tools and techniques to develop vision and mission, set goals, identify needs, recruit and develop research staff, manage expectations, and review progress. It also addresses the challenges of operating successfully in a 360-degree leadership context.

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

- understand what makes an effective research leader, manager, and mentor,
- build a talented team with a variety of individual behaviours, experiences, and skills,
- create a welcoming and invigorating research environment,
- set out vision and direction for your research group,
- employ appropriate tools and techniques to foster progress,
- and advance your career as an independent researcher.

**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.
Teamwork and Communication in International and Interdisciplinary Groups

Date: 10–11 November 2022

Format: Online-Workshop via Zoom, 9.00–16.00

Target group: Postdocs working in intercultural contexts

Description: This workshop helps participants to explore those issues that most often affect communication in terms of team dynamics and to investigate those intercultural aspects that most frequently pose challenges to groups characterised by a high degree of internationalisation. Throughout the workshop, participants are encouraged to identify the specific role that each individual plays within a team. Within this context, the workshop is always characterised by a constant alternation between theoretical insights and hands-on practical experiences to provide participants with the tools to enhance their group’s professional potential. On the first day, participants attend the workshop all together as a single group. On the second day, the participants join the trainer for a series of one-to-one sessions characterised by a dedicated tailor-made approach.

Contents in brief:
- Challenges and areas of conflict typical of international contexts.
- Basic principles of a constructive and objective-oriented discussion technique.
- Conflict management: strategies for addressing challenging communication dynamics.
- Being aware of one’s own role in a team and how to best mix and match different skills.
- Giving and receiving constructive feedback as a member of a team.

Methodology:
- Individual and group (i.e. team) feedback.
- Theoretical background (intercultural surveys).
- Role-play and case studies.
- One to one feedback.
- Group exercises.

Trainer: Dr. Matteo Garavoglia is Research Associate at the University of Oxford’s Centre for International Studies and Adjunct Professor at the Hertie School of Governance in Berlin. Previously, he was the Italy Program Fellow at the Brookings Institution’s Centre on the United States and Europe and Adjunct Professor at Johns Hopkins University’s Paul H. Nitze School of Advanced International Studies (SAIS) in Washington DC. Matteo was educated at the universities of London (SOAS), Paris (Sciences Po) and Berlin (FUB). He lived in twelve countries across four continents and speaks English, French, Italian, Spanish and German (Kurzbiographie auf Deutsch).
Scientific Writing in Grant Proposals

Date: 15–16 November + follow-up 16 December

Format: Online workshop via Zoom, 9.00–16.30

Description: Writing a proposal means promoting your science! With your proposal, you need to convince the reviewers that your project is more relevant, more important and more promising than those of your competitors and that hence the money should be going to you. This is not easily done and there are several do’s and don’ts to consider.

The aim of this course is to familiarize participants with the strategies for successful grant 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 workplan, writing a grant summary and your scientific CV. Additional information and exercises on writing good scientific texts in English will deepen the writing experience.

Trainer: The workshop will be conducted by Dr. Christina Schütte, 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.

Course format & mandatory work: Participants are required to do some work (writing a mini-grant proposals of about 4 pages and a scientific CV) in between the two sessions. These proposals will be shared with other participants.

Registration: If you plan a specific proposal, please specify in the motivation statement for which program you plan to write a proposal.
How to Build Your Academic Brand – The Importance of Networking Together

Date: 25 November 2022

Format: Online workshop via Zoom, 10.00–14.00

Description: This workshop focuses on the relationship between interdisciplinary and field specialization with a twofold question.

On the first day, we look at the dimensions of interdisciplinary work in your individual academic profile. We will first clarify the formal framework, definitions, and professional realities of interdisciplinary work in your field. For the individual situation, we look at the impact that interdisciplinary has on research frameworks as well as on career paths. Then, you can decide which elements you want to include in your self-descriptions and for which strategic target.

The second day is dedicated to collaboration in multidisciplinary teams or cooperation. We understand multidisciplinary as a kind of diversity. Therefore, we look at ways to effectively distribute roles and tasks in terms of common goals. We work through different strategic scenarios and best practices for multidisciplinary teamwork.

Topics:
- Profile analysis
- Self-branding
- Identifying transfer potential
- Interdisciplinarity vs. specialization
- Working in interdisciplinary teams

Trainer: PD Dr. Mareike Menne received her PhD and habilitation in Early Modern History from Paderborn University. After her post-doctoral fellowship in the DFG-GK Archives – Power – Knowledge at Bielefeld University, she was in academic management at Stuttgart University. In 2013, she founded her consultancy on academic career planning, professionalization of academic self-governance and leadership, and resilience.
Building and Managing Your Research Group for Postdocs

Date: 10–11 January 2023

Format: On-site workshop, City Center Campus, day 1: 9.00-17:00; day 2: 9.00-13.00
+Individual consultancy sessions (optional): 12 January 2023

Target group: New research group leaders and professors with tenure track, and/or advanced postdocs.

Description: The transition from postdoc to independent research group leader is an exhilarating, yet challenging experience. This workshop raises critical awareness of how to navigate research leadership with confidence. Reflecting different styles of leadership, it provides hands-on tools and techniques to develop vision and mission, set goals, identify needs, recruit and develop research staff, manage expectations, and review progress. It also addresses the challenges of operating successfully in a 360-degree leadership context.

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How to Become a Professor: Planning and Optimizing Your Academic Career

Date: 17 January 2023

Format: Online Workshop via Zoom, 9.00–17.00 +Individual consultancy sessions (optional) in the following weeks

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. 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.

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

Date: 7 February 2023

Format: On-site workshop, 9.00–16.30, City Center Campus

Description: Teamwork is essential in academia, but it 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 and caring
- soliciting feedback (from busy people)
- handling emotions in difficult conversations
- building structures that support constructive feedback
- forming an appreciative mindset
- identifying and dealing with the needs behind the need for feedback

Trainer: Stephan Pfob is a speaker, author and New Work guide at Berlin Alley, is specialized in feedback and the psychology of work. He has extensive work experience in different fields, ranging from academics to administration, teaching, information design and business intelligence. Berlin Alley is an agency for New Work. We help building a culture of collaboration, continuous learning and human-centered work – for individuals, teams and organizations of all sizes.
Career Paths in Academia
– (Funding) Opportunities for Postdocs

Date: 15 February 2023

Format: Online workshop via Zoom, 13.00–15.30

Target group: The workshop addresses funding programs suitable for doctoral researchers in their final year and 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 workshops aims at early-career researchers and doctoral students who want to gain insight into the system and prepare for their first application in Germany.

Aims:

• After the seminar, the participants know research support and career services offered by the TUM Office for Research and Innovation (TUM ForTe), in particular by its National Research Support team and TUM Talent Factory, and other support structures at TUM.
• Participants understand an academic career system in Germany (e.g. from a postdoc position through research group leader to a professorship)
• Participants know funding options for postdocs, main German funding organizations and their programs.
• Participants know sources and tools to identify calls for proposals for third-party funding.

Trainer: Dr. Olga Malets and Dr. Tiffany Paulisch work at the TUM Office for Research and Innovation (TUM ForTe) and are experts on national funding programs and research and industry cooperation. Tiffany Paulisch also coordinates the TUM Talent Factory for Postdocs, a program offering a range of career services to TUM postdocs and to external postdocs interested in joining the TUM.

Cooperation Partner: TUM Graduate School
Leadership Skills for Women in Academia

Date: 24 February 2023

Format: Online workshop via Zoom, 9.00–12.00 +Individual consultancy sessions (optional)

Target Group: Postdocs who identify as women

Description: Due to social and cultural conditioning, women in academia face a number of challenges when it comes to (in-) visibility and recognition. This workshop invites participants to reflect on intersectional differences in their experience as women in academia. Leading and working as part of a team brings different dynamics for women than for our male counterparts – as do the expectations women face in- and outside of work.

In the course of this workshop, we dive into the dynamics at play in a number of scenarios and discuss strategies on how to approach them and move forward without neglecting our own values and goals.

Some topics and situations are too personal to elaborate in a group setting.

Participants can therefore book an optional individual session to discuss their questions confidentially.

Trainer: Prof. Dr. Christine Lohmeier is a communication scholar and a certified coach. Christine offers personalized services for academics dealing with overwhelm and anxiety. She also supports her clients in reaching their next big goal.

Being an active academic herself, Christine intimately knows the challenges many PhD students, postdocs and professors face.

She uses cutting-edge cognitive-based techniques and insights from developmental and positive psychology to teach her clients how to bring joy and fun into their day-to-day while pursuing their goals.

„I help my clients reflect, gain clarity and develop strategies to deal with challenges inside and outside of the academy.‖
My first DFG Proposal

Date: 16–17 March 2023

**Format:** Online workshop via Zoom, 9.00–15.00

**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 scientists’ 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 evaluation process. Examples from the trainers’ 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:** [PD Dr. ès sc. Alexander Schiller](#) is a chemist from LMU Munich and PhD in bioinorganic chemistry from EPF Lausanne. Dr. Schiller is a full-time trainer for transferable skills with [Schiller & Mertens](#). He facilitates effective communication for scientists, engineers, physicians and other rational minds as trainer and coach. He is a “Certified Facilitator and Advanced Coach” from The Thiagi Group Inc. He has a 20-years teaching experience at LMU Munich, EPF Lausanne, UC Santa Cruz, and FSU Jena (Lehr-Zertifikat Advanced, Habilitation in 2015, Venia legendi in Inorganic Chemistry).
Munich Postdoc101 Talk Series  
| Wednesdays 16.00–18.00

With the Munich Postdoc101 Series, we want to 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 4–6 pm. The series will be conducted online via Zoom. We have invited many internal and external speakers who 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:

https://wiki.tum.de/display/postdoc/Munich+Postdoc101+Talk+Series

Registration is possible until Tuesday at noon before the respective talk. Please use your TUM email address to register for the talk(s). The Zoom link will be send to everyone who registered for the respective talk (or all talks) until Tuesday at noon before the respective talk.

**What the series is not about:** 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. Hence, the talks do not offer the space to discuss everyone’s specific situation or issues in detail.

If you have further ideas for topics that appeal to a larger group of postdocs, feel free to contact us anytime so we can take your ideas into consideration for further events.

**Cooperation Partner:** Munich Postdoc Network
Description: Being a postdoc can be an exciting start to an academic career and/or a career in research – the opportunity to focus entirely on research activities. However, it is also a very stressful time with most research being funded via fixed term contracts. Balancing doing the day job with planning the next steps in your careers can be difficult with lots of options but not necessarily the skills to assess these options.

Speaker: Dr Liz Elvidge, Head of Postdoc and Fellows Development at Imperial College London. Liz is a leading expert in the support and development of postdocs and fellows. Her no nonsense approach to supporting early career researchers results in postdocs and fellows taking responsibility for their careers and moving onwards to fantastic opportunities and work places. She is co-author of "What every Postdoc needs to know" (available via TUM eAccess!). This talk will give an overview of how to move forwards in your career. Be prepared to ask lots of questions!
26 October 2022 | Junior Research Groups: Tips and Tricks on How to Start Your Own Group

**Description:** Establishing one’s own Junior Research Group with third-party funding provides an important next step in the career of mid-career researchers. However, the application process is usually complex and competitive and, if successful, the new position comes along with its own challenges such as finding the right team and taking on a new role as a group leader. In this talk, successful research group leaders will talk about their transition from being a postdoc to a research group leader, their respective groups, and funding programs. They will share their advice on what to keep in mind when you apply for research groups and how to get started as a research group leader. These first-hand insights will be useful for anyone taking the next steps on the career ladder.

**Speakers** (all Research Group Leaders at different stages and members of the Munich Postdoc Network (MPN)):

**Prof. Dr. Nayla Fawzi** is a professor at Johannes Gutenberg University Mainz and leads the Emmy Noether research group “Alienation between Population, Media and Politics? Media and Political Disenchantment from the Perspective of Public and Elites.” Her research focus on populism and media, media trust and adolescents’ digital media use.

**Dr. Christina Holzapfel** is TUM Junior Fellow and leads the BMBF Junior Research Group „Personalized Nutrition & eHealth“ at the Institute for Nutritional Medicine at TUM. Her background is in nutrition sciences and her research is focused on the prevention and treatment of overweight and obesity.

**Dr. habil. Michael P. Menden** is a Junior Group Leader at the Institute of Computational Biology (Helmholtz Zentrum München) since 2019, and is heading the Menden Lab, and is Head of the DZD Computational Biology Unit. He was awarded an ERC Starting Grant in 2020, and the Rising Star in Drug Discovery Award from the University of Cardiff in 2022. Previously, Dr. Menden worked as Senior Scientist in Oncology Bioinformatics, AstraZeneca, UK. He was a PhD student and postdoctoral fellow at EMBL-EBI, UK. In 2016, his PhD was awarded in Computational Biology by the University of Cambridge, UK. In 2017, Dr. Menden was appointed an Honorary Lecturer position at the University of Sheffield, UK. Since 2019, Dr. Menden also became a lecturer in the Technical University of Munich (TUM) and Ludwig Maximilian University (LMU). He finished his habilitation at LMU, Faculty of Biology in Human Biology and Bioinformatics in 2022.
9 November 2022 | Professur an einer Hochschule für angewandte Wissenschaften als Karriereoption (in German)

Please note: *This talk is only offered in German, as this is the primary language of instruction at Universities of Applied Sciences. A native language level (C1-C2) is usually required for a professorship at these universities.*

**Beschreibung:** Viele Postdocs fragen sich im Laufe ihrer wissenschaftlichen Karriere, ob das angestrebte Ziel einer Professur an einer Universität wirklich die einzige Option für sie darstellt. Oft entsteht bei Überlegungen zu weiteren Karrierewegen dann der Eindruck, es gäbe nur die Alternative, aus der Wissenschaft auszusteigen, um in der Industrie zu arbeiten. Dabei stellt eine Professur an einer Hochschule für angewandte Wissenschaften (HAW) eine andere Möglichkeit dar, weiterhin in der Wissenschaft zu lehren und zu forschen.

In diesem Vortrag werden alle grundlegenden Informationen zu den Erfordernissen einer HAW-Professur zusammengefasst und dargestellt, inwiefern sich dieses Anforderungsprofil von einer universitären Professur unterscheidet. Zudem geht es um den aktuellen Wandel der Hochschullandschaft und neuere Professurmodelle, die den Einstieg vor allem für Postdocs erleichtern können. Der Vortrag soll als komprimierte Einführung in das Berufsbild der HAW-Professur dienen und zugleich die Möglichkeit geben, individuelle Fragen zu stellen.

**Sprecherin:** Dr. Vera Kaulbarsch ist seit September 2021 an der TUM Graduate School für die Durchführung des BMBF-geförderten Projekts „Attract2HM“ verantwortlich. Ziel des Projekts ist es, über den Weg zu einer HAW-Professur zu informieren und mit gezielten Angeboten Promovierende und Postdocs zu unterstützen.
23 November 2022 | Making the Most of the Postdoc Experience

**Description:** How can you make your postdoc experience a success - even if you never obtain a permanent academic position afterwards?

Many postdoc researchers feel an enormous amount of stress and anxiety because they see being appointed as an (assistant/associate/full) professor as the ultimate goal of their postdoc years. But what if that was just one of many goals you could have? I suggest that widening your thinking about your postdoc ultimately leads to a much more enjoyable day-to-day experience of your academic life.

Coming from this perspective, I suggest a framework which focuses on three areas: projects, people and personality. By taking a conscious approach towards projects, people and your own personal development, you can uplevel your chances for a successful academic career. And even if you do not find a suitable position in academia, you can make your postdoc a success by becoming the kind of person who takes on a leading role in- or outside of academia. This way, you make your postdoc years valuable - no matter what the future has in store for you.

In this TUM talk, I'll explain strategies connected to projects, people and personality and discuss how they can guide your day-to-day activities.

**Speaker:** [Prof. Dr. Christine Lohmeier](#) is a communication scholar and a certified coach. Christine offers personalized services for academics dealing with overwhelm and anxiety. She also supports her clients in reaching their next big goal. Being an active academic herself, Christine intimately knows the challenges many PhD students, postdocs and professors face.

She uses cutting-edge cognitive-based techniques and insights from developmental and positive psychology to teach her clients how to bring joy and fun into their day-to-day while pursuing their goals.

„I help my clients reflect, gain clarity and develop strategies to deal with challenges inside and outside of the academy.“
January 2023 | The Entrepreneurial Path for a Scientist

**Description:** Exciting new findings are the core of every research and PhD. Often, however, these findings get published in papers and then researchers move on to the next inspiring hypothesis. But what about the impact of the research for our society? What if it could be more than a paper? What if it could actually change the world by becoming a successful company? What if your research could be the start of a new BioNTech?

This talk gives you an insight into the entrepreneurial possibilities as a scientist and an overview of existing support structures. 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.

**Speaker:** Tobias Ruzok (Strategic Projects TUM Venture Labs) and other selected speakers from the TUM Venture Labs including inspiring role models from selected start-ups of our ecosystem.

The TUM Venture Labs support scientists and students on their entrepreneurial journey in numerous technology-based domains. The joint initiative of TUM and Unternehmer-TUM supports entrepreneurial talents in business translation from science (engineering, natural, life and data sciences and medicine), offering an entire ecosystem with the necessary development environments. Our offers range from technical and social infrastructure to entrepreneurship training and support through our top-class industry and investor networks.
25 January 2023 | Understanding and Resolving Conflicts at Universities

**Description:** When people work together, conflicts arise again and again for various reasons. This talk gives you an insight to the theory of conflicts. You will also explore the particular potential for conflicts in higher education institutions.

The talk is meant to be an introduction to the field. However, it offers you the possibility to reflect on your own working environment and discover ways to deal with conflicts with the aim of strengthening cooperation.

**Speaker:** [Dr. Claudia Nounla](#), professional coach/supervisor ([DGSv](#)) and organisational consultant. She has been offering consultation, coaching and training for academic staff for almost two decades. Recurrent concerns of her clients are the development of their personal organisation as well as dealing with emerging conflicts.

The talk will be supported by conflict managers (Ombudspersonen) by [members of the Munich Postdoc Network (MPN)](#).
8 February 2023 | Self marketing in a Nutshell

**Description:** Scientists usually focus very strongly on their research and concentrate on facts and figures. They often forget that besides professional know-how, the ability to present themselves and their research focus confidently is essential. Self-marketing is often smiled at with some shame and ignored. In this talk, you will learn how to market yourself as a postdoc in a way that suits you and your values. In addition to tips on how to appear and present yourself more confidently, we will explore strategies on how to better show yourself on social media platforms such as Research Gate, Twitter or LinkedIn. Along with this, we focus on science communication and how to express your research simply and clearly so that even non-scientists can understand. All this increases your professional visibility and reputation, even in the non-academic world.

**Speaker:** Dr. Adriane Schmidt is a certified communication trainer and business coach. She supports people in appearing more confidently while using their voice convincingly. She provides workshops for companies on the topics of argumentation strategies, self-marketing, quick-witted reactions to objections or personal attacks and dealing with power and status. She has been working in the field of strategic communication for 10 years. Most recently, she spent 5 years with Mediaplus Munich heading two teams in the areas of international research and product development. In her doctorate at the TU Dresden, Dr. Adriane Schmidt worked on communication strategies and the impact of messages.
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 materials (handout, 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 challenge 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 but not all 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. In addition, a new exchange format is available for scientists and science managers: “Best Practice-Ansätze im Wissenschaftsmanagement” (in German).

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

**ProLehre | Media and Didactics**: Its 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 an specialisation level
- advises 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 bibliometrics. 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 e. g. electronic lab books and data management plans
- support to researchers according to TUM’s Open Access Policy, e. g. 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 is 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-to-one consulting in English writing to all members of the TUM community. The Center is staffed by both professional language instructors and student Writing Fellows, all of whom are native (or near-native) English speakers. Contact them to develop long-term proficiency in English writing or to polish your papers in process!
For updated information, please visit the following webpage.

TUM IAS Wednesday Coffee Talks
The TUM Institute for Advanced Study regularly invites TUM scientists and their guests for coffee! Meet other scientists and listen to a short talk (10-15 mins) on a recent major TUM publication or issue. For updated information, please visit this website.
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. The TUM Global and Alumni Office

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 cycles. The Career Service organizes, e.g. application training, 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

Join the Network to stay connected.