TUM Postdoc Workshops & Postdoc101 Talks
Winter semester 2021-2022
Dear Postdocs,

Since 2019, the TUM Talent Factory continuously expands its support activities for postdoctoral researchers at TUM. In addition to our focus on recruiting international postdocs for TUM via the Research Opportunities Week and supporting researchers who are planning to apply for third party funding, we are very excited that we are now able to offer a broad range of transferable skill workshops, as well as online courses that you can take at any time. From this semester onwards, we also provide various workshops specifically for researchers in social sciences and humanities (in German) as well as one workshop for researchers in Medicine.

We also continue with our online TUM Postdoc101 Talk Series in the winter semester.

We warmly invite all postdocs at TUM to register for these workshops and online courses. If you have further suggestions as to which topics and formats would be useful for postdoctoral researchers, please contact us anytime via postdoc-application@tum.de.

We frequently hear 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.

As various teams and points of contact at TUM offer workshops and support for postdocs, we inform about them in this brochure as well.

We invite you to join our TUM Postdoc Linkedin Site and Twitter channel, so please also follow us to stay informed!

Best regards,

Dr. Neele Meyer, Dr. Pauline Popp and Christina Rothenhäusler

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

## October 2021

<table>
<thead>
<tr>
<th>Date</th>
<th>Type</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-6</td>
<td>Workshop</td>
<td>My first DFG Proposal</td>
</tr>
<tr>
<td>7</td>
<td>Postdoc101</td>
<td>German Research Policy</td>
</tr>
<tr>
<td>12-13</td>
<td>Workshop</td>
<td>Excellence in International Networking, Teaming and Collaboration Skills</td>
</tr>
<tr>
<td>20</td>
<td>Postdoc101</td>
<td>DFG in a Nutshell</td>
</tr>
<tr>
<td>21</td>
<td>Workshop</td>
<td>Career Tracks in German University Medicine</td>
</tr>
</tbody>
</table>

## November 2021

<table>
<thead>
<tr>
<th>Date</th>
<th>Type</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 &amp; 29</td>
<td>Workshop</td>
<td>Time Management for Scientists</td>
</tr>
<tr>
<td>15-16</td>
<td>Workshop</td>
<td>The Basics of Project Management for Researchers</td>
</tr>
<tr>
<td>17</td>
<td>Postdoc101</td>
<td>Peer Review in Research Funding and Publishing – Deliberating the Value of Insight</td>
</tr>
<tr>
<td>25</td>
<td>Workshop</td>
<td>Career Paths in Academia: (Funding) Opportunities for Postdocs</td>
</tr>
<tr>
<td>25-26</td>
<td>Workshop</td>
<td>Wie Sie Ihr Publikum für Ihre Forschung begeistern! Präsentationstraining für Geistes- und Sozialwissenschaftler:innen</td>
</tr>
<tr>
<td>29-30</td>
<td>Workshop</td>
<td>Building and Managing your Research Group for Postdocs</td>
</tr>
</tbody>
</table>

## December 2021

<table>
<thead>
<tr>
<th>Date</th>
<th>Type</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 &amp; 17</td>
<td>Workshop</td>
<td>The Happy Scientist</td>
</tr>
<tr>
<td>8.12 &amp; 14.01.</td>
<td>Workshop</td>
<td>Grant Writing for Postdocs</td>
</tr>
<tr>
<td>15</td>
<td>Postdoc101</td>
<td>Humor in der Wissensvermittlung – Alternativen zur gähnenden Lehre</td>
</tr>
</tbody>
</table>
### January 2022

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Type</th>
<th>Event Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-11</td>
<td>Workshop</td>
<td>Building and Managing your Research Group for Research G. Leaders</td>
</tr>
<tr>
<td>12</td>
<td>Postdoc101</td>
<td>The Academic Career System in Germany</td>
</tr>
<tr>
<td>26</td>
<td>Postdoc101</td>
<td>Strategies for Exploitation of Research Outcomes</td>
</tr>
<tr>
<td>28</td>
<td>Workshop</td>
<td>Peer Review Prozesse verstehen für Geistes- und Sozialwissenschaftler:innen</td>
</tr>
</tbody>
</table>

### February 2022

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Type</th>
<th>Event Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Workshop</td>
<td>Understanding peer review processes for researchers in Natural Sciences and Mathematics</td>
</tr>
<tr>
<td>8</td>
<td>Workshop</td>
<td>Learning and Encouragement through Feedback</td>
</tr>
<tr>
<td>9</td>
<td>Postdoc101</td>
<td></td>
</tr>
</tbody>
</table>

### March 2022

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Type</th>
<th>Event Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>21-22</td>
<td>Workshop</td>
<td>Professor wanted! How to Apply for Professorships</td>
</tr>
</tbody>
</table>

### Anytime

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Event Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online Courses you can access anytime</td>
<td></td>
</tr>
<tr>
<td>Nature Master-classes</td>
<td>Scientific Writing and Publishing</td>
</tr>
<tr>
<td></td>
<td>Effective Collaboration in Research</td>
</tr>
<tr>
<td></td>
<td>Managing Research Data to Unlock its Full Potential</td>
</tr>
<tr>
<td>Webcast</td>
<td>How to Apply for Professorships</td>
</tr>
</tbody>
</table>

### Points of Contact at TUM

- TUM Institute for LifeLong Learning
- TUM University Library
- TUM Language Center
- TUM IAS Wednesday Coffee Talks
- Munich Center for Technology in Society
- TUM Global & Alumni Office
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 like science communication, teamwork or conflict negotiation. Most workshops are designed for early to mid-career postdocs, but we have added various workshops specifically for advanced postdocs and research group leaders, particularly TUM Junior Fellows.

**Registration & Deadlines:** You can register for the workshops by filing our registration form:

[https://wiki.tum.de/display/postdoc/TUM+Postdoc+Workshops](https://wiki.tum.de/display/postdoc/TUM+Postdoc+Workshops)

The respective deadlines are mentioned in the course description. After this deadline, we will 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 when the numbers of applicants exceed the maximum number of available spots.

**Workshop Registration & No Show:** We invite professional external trainers for our workshops, who usually work with small groups of 8-12 postdocs. Since these workshops are quite expensive and because many postdocs are interested in participating, we ask participants to only accept their spot if they are able to participate. We frequently receive a substantial number of last-minute cancellations due to other commitments. Sometimes participants even do not show up at all (without prior cancellation). This is not only frustrating for us and unfair to other postdocs, but 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.**

If you have any questions, feel free to contact us via postdoc-application@tum.de.
My first DFG Proposal (fully booked)

Date: 05-06/10/2021

Format: Online workshop via Zoom, 9.00 – 15.00 hs.

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).

Course format: Please note that preferences for this workshop will be given to TUM Postdocs who have no participated in our general Grant Writing Workshop or the MSCA Writing Camp in the past.

The selected participants do not have to prepare a proposal beforehand. This workshop will be repeated in April 2022.
Excellence in International Networking, Teaming and Collaboration Skills

Date: 12-13/10/2021 (registration until 22/09/2021)

Format: Online workshop via Zoom, 9:00-12:30 hs. and Individual 1-on-1 Zoom session within 2 weeks after the workshop.

Description: Academic study and research offers many opportunities to professionally network - which are too often missed or under-utilised. This workshop and follow-up sessions will develop the required skills and habits to help build professional, collaborative connections and contribute to personal career success.

The programme is formatted to comply with current Covid-19 restrictions with an initial group workshop (maximum 8 participants) observing social distancing followed by smaller group sessions (maximum 4 participants) via Zoom and completing with individual, customised sessions (Zoom), arranged flexibly to suit each participant.

Core Skills covered:

- Proactive “person-to-person” networking with peers at a conference and online
- Developing a clear and effective compelling narrative
- Adapting to various behaviour types and international/cultural demographics
- Managing body language & dealing with nerves and anxiety
- Assertive and respectful communication techniques
- Optimizing non-verbal communication habits
- Enhancing fluency of scientific English (for non-native speakers)
- Developing practical & technical skills for web-based communications
- Developing an engaging and credible online professional presence

Trainer: The workshop will be conducted by Dr. Paul Charlton who has over 20 years of relevant experience, now utilized in both designing and delivering the most useful content in a challenging, interactive and highly actionable format. For more details about Paul, please visit his LinkedIn profile.
Career Tracks in German University Medicine

Date: 21/10/2021

Format: Online workshop via Zoom, 9.00-12.30 hs.

Description: Career pathways in German University Medicine are characterized by numerous different options. This online seminar focusses in a compact and detailed way on different pathways to scientific independency. Therefore, the existing specific junctions and qualifications in order to gain access to a full professorship in German University Medicine will be outlined. Further, the seminar features an overview to an optimized application to a full professorship in German University Medicine. Based on the knowledge as legal counsel in field and career coach it may as well provide guidance and useful help for the process of settling within the jungle of opportunities in German University Medicine.

Topics:
- Career pathways
  - Habilitation or Junior-Professorship?
  - Perspectives on different career tracks
- Legal aspects
  - Limited / short term contracts (WissZeitVG)
  - First call: limited / probationary period
  - Tenure Track / Fast Track
  - Ban of internal candidates? (Hausberufung)
- Application within and outside Academia
  - Typical compendium of documents requested
- Procedures of selection
  - A successful hearing
  - On-Site-Visit of candidates

Trainer: The workshop will be conducted by Dr. Steffen Moritz Rützenhoff, LL.M. Legal counsel for Medical and Public Law from Deutscher Hochschul Verband (DHV). Dr. Rützenhoff, studied law at the universities of Bonn and Florence, as well as at King’s College in London. Since 2019, Dr Rützenhoff has been advising members of the German Association of Higher Education Institutions (Deutscher Hochschulverband). He also works as a coach in the context of individual appointment and career counselling. Since 2020, Dr. Rützenhoff has been the state executive director of the Saxony state association of the DHV in addition to his work as legal counsel.
Time Management for Scientists

Date: 08 & 29/11/2021

Format: Online workshop via Zoom on Nov. 8 and 29, 14:00-16:30 hs.
Plus self-Study on an online learning platform and optional a weekly 1-hour discussion on Nov. 15 & 22, 14:00-15:00 hs.

Description: Every week has 7 days, 168 hours or 10080 minutes… a lot of time to do a lot of things! Still, many of us suffer from the feeling of always having too little of it. You might not give it enough thought on how you actually want to spend it and how to distribute it between your career, family, friends and hobbies. During this online workshop, we will analyse the individual schedules of the week and provide tools and ideas to make best use of your time investment. Furthermore, we will discuss how to balance science and life in different contexts and how to plan your days in a flexible work environment. The aim is not only to work more efficiently and to reduce personal stress, but also to be more satisfied and successful in your career and your personal life.

Topics on the basic principles of time-management:

- What do I want to achieve this year professionally and personally?
- Your 168 hours: How much do you actually work? How much of this is towards your goals?
- For what to spend time?
- How to (not) schedule your calendar?
- E-mails, meetings and phone calls
- Science-life balance

Course format: The course will be held on an online learning platform, where a live session with the participants will take place on the start and end day of the course. In addition, participants have the possibility to request one hour of weekly online consultation with the trainer. All participants will receive a script of the course in PDF format for offline and future use.

Trainer: The workshop will be conducted by Dr. Karin Bodewits from NaturalScience.Careers, who has a background in biology and biochemistry and is the founder of NaturalScience.Careers. She is the author of books, short story writer, speaker and seminar leader.

Register until Oct. 31, 2021
The Basics of Project Management for Researchers – Classical and Agile

Date: 15-16/11/2021

**Format:** Onsite workshop City Center Campus, 9.00-17.00 hs.

**Description:** In this workshop, you will gain a practice-oriented introduction to the most important methods and tools in project management. You will learn how to professionally initiate, plan and monitor projects, as well as how you can motivate your team from the very beginning within the triangle of time, cost and quality. You will obtain valuable skills that will enable you, together with your team, to successfully tackle even complex tasks. We look at classical and agile methods and discuss the particularities of projects in the field of research and development.

**Trainer:** The course will be conducted by Dr.-Ing. Katrin Schickhoff. Dr. Schickhoff is project management for experts, trainer and consultant for project management, communication and team leadership for project managers and executives since July 2000. She was project coordinator for several national programs in Germany and worked as acting partner with several institutions, corporations and ministries for research funding. She is a certified trainer for communication, sales and project management.
Career Paths in Academia: (Funding) Opportunities for Postdocs

Date: 25/11/2021

Format: Online workshop via Zoom, 14.00-16.30 hs.

Target group: Doctoral researchers in their final year and early-career postdocs max. 2 years are completing their doctorate.

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 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.

What this workshop is not about: Applying for research funding groups & larger collaborative projects.

Trainer: The course will be conducted by Dr. Neele Meyer and Dr. Sarah Förster from the TUM Talent Factory and National Funding Team of TUM ForTe. At TUM, the TUM Talent Factory is the central point of contact for young researchers who are planning to apply for third-party funding. We assist young researchers who are already working at TUM as well as focus on winning young talents over for a long-term career at TUM. Our services include the support of researchers who apply for funding and provision of information about opportunities and programs.

Registration: Doctoral researchers who are members of the TUM Graduate School need to register via the TUM-GS, postdocs should register via the general form. Seats are not limited for this workshop.
Wie Sie Ihr Publikum für Ihre Forschung begeistern! Präsentationstraining für Geistes- und Sozialwissenschaftler:innen

Datum: 25-26/11/2021

Format: Präsenzworkshop City Center Campus, 9.00-16.30 Uhr
Dieser Workshop wird in deutscher Sprache abgehalten.

Zielgruppe: Geistes- und Sozialwissenschaftler:innen.


Registration: Please note that this workshop is only open to researchers in Social Sciences and Humanities at TUM. If you are a researcher with an interdisciplinary focus, make sure to elaborate this in the motivation statement. The statement can be written in German for this workshop.
Building and Managing your Research Group for Postdocs

Date: 29-30/11/2021 + follow up 1-2/12/2021

Format: Onsite workshop, City Center Campus on Nov. 29 & 30: 9.00-16.30 hs. Individual Session on Dec. 1 or 2 online via Zoom.

Target group: This workshop is designed for postdocs with at least two years of postdoc experience who do not have their own group yet, but are preparing for the next steps. Researchers who already have their own group can register for the course in January.

Description: The transition from postdoc to research group leader, from being a member of somebody else’s group to becoming a fully-fledged independent researcher is an exhilarating experience – but also very challenging. This workshop offers practical advice and techniques for establishing an effective leadership style, identifying needs, setting goals and managing expectations, recruiting and developing research staff, reviewing progress and dealing with underperformance.

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

- Understand what makes an effective research leader and manager
- Set out vision and direction for your research group
- Relate short-term actions to longer-term strategies
- Build a talented team with a variety of individual behaviours, experiences, attitudes and skills
- Create a welcoming and invigorating research environment
- Manage your resources effectively
- Organise your time and workload to maintain a healthy work-life balance
- Establish yourself as a research leader at your institution and in your research field

What this course is not about: How to fund your research group.

Trainer: Dr. Thomas Koch is a research management consultant, certified business trainer and coach. Holding a PhD in physical chemistry from the UK, he has 11 years of international experience as a researcher throughout Europe. He also has 13 years of experience 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.
The Happy Scientist

Date: 03 & 17/12/2021

**Format:** Online workshop via Zoom, 14.00-17.00 hs.

**Description:** In this active workshop, you practice several techniques that improve your happiness and your mental resilience. Recent scientific research offers a range of exercises such as the gratitude attitude, finding flow, practicing concentration, define direction in your life, etc. Expert-trainer Bas Jansen is a psychologist who helps you apply such techniques. During the workshop, you can try and discover which of the techniques work for you and which are right for you.

The exercises help to reduce stress, perfectionism, mental filtering, future anxiety, and other negative mental states. They will support your ‘growth mindset’ and help you prevent and solve stress, as well as simply add to your quality of life.

In between the course days, you put the techniques of your choice to practice, and reflect on their usefulness on the second workshop.

**Trainer:** The workshop will be conducted by Bas Jansen, a psychologist and senior Elroy-COM Trainer, is a certified CRKBO educational institute that specializes in training scientists on various career levels.
Grant Writing for Postdocs

Date: 08/12/2021 & 14/01/2021

Format: Online workshop, 9:00-17:00 hs

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 work plan, 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: Please specify in the motivation statement for which program you plan to write a proposal.
Building and Managing your Research Group for Research Group Leaders

Date: 10-11/01/2022 + follow up 12-13/01/2022

Format: Onsite workshop, City Center Campus Day on January 10 & 11: 9.00-16.30 hs. Individual session on January 12 or 13 online via Zoom.

Target group: This workshop is designed for research group leaders and advanced postdocs who already have their own group (e.g. TUM Junior Fellows). Mid-career postdocs without their own group can register for the workshop in November.

Description: The transition from postdoc to research group leader, from being a member of somebody else’s group to becoming a fully-fledged independent researcher is an exhilarating experience - but also very challenging. This workshop offers practical advice and techniques for establishing an effective leadership style, identifying needs, setting goals and managing expectations, recruiting and developing research staff, reviewing progress and dealing with underperformance.

By participating in the workshop, you will be better equipped to:
- understand what makes an effective research leader and manager
- set out vision and direction for your research group
- relate short-term actions to longer-term strategies
- build a talented team with a variety of individual behaviours, experiences, attitudes and skills
- create a welcoming and invigorating research environment
- manage your resources effectively
- organise your time and workload to maintain a healthy work-life balance
- establish yourself as a research leader at your institution and in your research field

What this course is not about: How to fund your research group.

Trainer: Dr. Thomas Koch is a research management consultant, certified business trainer and coach. Holding a PhD in physical chemistry from the UK, he has 11 years of international experience as a researcher throughout Europe. He also has 13 years of experience 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.
Peer Review Prozesse verstehen für Geistes- und Sozialwissenschaftler:innen

Datum: 28/01/2022

Format: Online-Workshop über Zoom, 9.00-17.15 Uhr.

Dieser Workshop wird in deutscher Sprache abgehalten.


Registration: Please note that this workshop is only open to researchers in Social Sciences and Humanities at TUM. Please refer to the English version of this workshop on Feb. 4 for researchers from other fields.
Understanding Peer Review Processes for researchers in Natural Sciences and Mathematics

Date: 04/02/2022

Format: Online workshop via Zoom, 9.00-17.15 hs.

Description: This workshop is aimed at young scientists who want to understand the logic of peer review processes in more detail. The workshop will present different peer review strategies and background information from the perspective of science funders. Participants will prepare short (mock) proposals and act as reviewers in two mock review sessions. By "re-enacting" a review process, participants learn how a review really works. They recognize the strengths and weaknesses of the peer review process, also because they have the opportunity to make all the typical "mistakes" of both applicants and reviewers at the same time. In this way, they benefit twice: as applicants, they will be able to address reviewers much more specifically in the future, and at the same time they will gain experience that will allow them to facilitate a better peer review in their role as reviewers.

Trainer: Dr. Oliver Grewe did his PhD in neuroscience. After his postdoc, he started working in science management at the German National Academic Foundation in Bonn. Subsequently he worked at the Scientific Commission of Lower Saxony (WKN), and is currently working as a scientific officer in the Volkswagen Foundation, being responsible for the "Freigeist Fellowships" program for young scientists. Dr. Grewe has many years of experience in science, science management and coaching.

Preparations: The selected participants need to submit a one-page proposal for a fictional call for applications three weeks before the workshop and prepare a short presentation. These fake proposals will be shared with other participants so that they can act as reviewers during the workshop.
Learning and Encouragement through Feedback. Tools and Practices for High-Quality Collaboration in Academic Teams

Date: 08/02/2022

**Format:** Onsite workshop, City Center Campus, 9.00-17.30 hs

**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.
Professor wanted! How to Apply for Professorships

Date: 21-22/03/2022

Format: Online workshop via Zoom, 9.00-17.00 hs.

Target Group: Postdocs with at least 2 years of postdoc experience and Research Groups Leaders who are preparing to apply for professorships. If you want to obtain more general information about how to apply for professorships, we recommend you to register for the Webcast “How to apply for Professorships” and/or to join the respective Postdoc101 talk.

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 workshop aims to give you insights into the application procedure – a procedure that is highly formalized but often lacks transparency and differs in many aspects from other application formats in academia. In this seminar, we deal with your written application as well as topic-related and strategic advice for your selection interview, application presentation and demonstration lecture. We focus on different aspects of the appointment procedures, such as typical and critical questions during the selection interview, potential snares during the demonstration lecture or ambivalent interests among the members of the audition committee. Moreover, we work on how to present yourself and your academic profile successfully and how to emphasize your particular expertise.

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.
Postdoc101 Talk Series | Wednesdays 4-6 pm.

With the TUM Postdoc101 Series, we want to provide crucial information about a variety of topics that are of particular importance for postdoctoral researchers. The talk series will take place on Wednesdays during the winter semester 2021-2022 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 at TUM 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/TUM+Postdoc101+Talks

Please use your TUM email address to register for the workshop. If you are not a postdoc at TUM, but are interested in a specific talk, please let us know beforehand via postdoc-application@tum.de. 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.
Oct. 07, 2021 Thursday! | German Research Policy

**Description:** The German higher education and research system is both complex and fascinating. The federal and state governments work together in funding it – and sometimes they work against each other. Universities, research institutions, policy makers, researchers: What is their role, what are their goals, and how do they pursue them? This talk is intended to provide a first overview and enable participants to reflect on some fundamental questions regarding German research policy.

**Speaker:** Dr. Jan-Martin Wiarda is a freelance science and education journalist and well-known for his Blog [www.jmwiarda.de](http://www.jmwiarda.de). He was editor at the weekly newspaper "DIE ZEIT" for many years and then worked as head of the Communication and Media Department of the Helmholtz Association. Dr. Wiarda studied political science, economics, sociology and journalism in Germany and the US.

Please note that this talk will be held exceptionally on a Thursday together with an event for new professors at TUM.

Oct. 20, 2021 | DFG in a Nutshell

**Description:** The DFG is a highly renowned source of funding across all different scientific disciplines in Germany. This TUM Postdoc101 talk provides an introduction to the funding universe and the mission of this funder. The participants receive information on the basic structure for DFG proposals and on specific requirements including publication and data management strategies or the implementation of principles of Open Science. Participants will also get useful insights into the evaluation process and the behavior of reviewers to optimize the proposal text design.

**Speaker:** Dr. Susanne Hollmann graduated in Chemistry/Biochemistry and did her PhD in the field of synthetic biology. She founded the Berlin-based company [SB Science Management UG](http://www.sbscience.de) in 2014 together with Dr. Babette Regierer, and has been consulting academic institutions for over 20 years. As a professional proposal writer and project manager, she actively participated in the design and writing of more than 200 project proposals for national and international funding programs acquiring 120 Mio € for her customers by now. Dr. Hollmann is evaluator for European Commission and national funders and has a special interest in data management and standardization as well as impact assessment and Responsible Research and Innovation.
Nov. 17, 2021 | Peer Review in Research Funding and Publishing – Deliberating the Value of Insight

**Description:** The speaker explores the reasoning behind peer review processes and, by retracing its history, aims to make the current status, procedures and dilemmas of peer review comprehensible. By discussing its inherent trade-offs, deliberating critical arguments which highlight the problems of peer review and presenting current approaches for finding solutions for these problems, the speaker invites the audience to reflect on how to determining the value of scientific insight.

**Speaker:** [Dr. Oliver Grewe](#) organizes and manages peer review processes in research funding, science evaluation and the selection of highly gifted researchers as a program manager of the Volkswagen Foundation, one of Germany's biggest private research funders. He started his career in science management at the German Academic Scholarship Foundation (Studienstiftung) and the Scientific Commission of Lower Saxony (Wissenschaftliche Kommission Niedersachsen). Since 2015 he additionally supports academics as a trainer and coach.

Dec. 15, 2021 | Humor in der Wissensvermittlung – Alternativen zur gähnenden Lehre (in German)

**Dieser Vortrag wird in deutscher Sprache gehalten.**

**Beschreibung:** In der Wissensvermittlung bewirken humorvolle Situationen oder Personen eine als sehr angenehm empfundene Lernreizintensivierung und damit eine erhöhte Aufmerksamkeit gegenüber Lehrenden, aber auch gegenüber den vermittelten Sachverhalten. Studien zeigen, dass eine solche Atmosphäre die Erinnerung an den Lehrstoff, die Konzentration, die Motivation und Kreativität steigert. In dieser aktivierenden, mit Erlebnissen und Emotionen angereicherten Lernumgebung macht Wissenstransfer Freude, den Lernenden genauso wie den Lehrenden.

Da Humor als Werkzeug aber nur dann funktioniert, wenn er authentisch ist, geht es in diesem Workshop vor allem darum, Einsatzmöglichkeiten und auch die Grenzen des Humors aufzuzeigen.
Sprecher: Prof. Dr. Suda, ist Inhaber des Lehrstuhls für Wald- und Umweltpolitik an der TUM School of Management. Der Forstpolitikwissenschaftler erhielt bereits mehrere Auszeichnungen für gute Lehre und setzt seit vielen Jahren Humor bewusst in der Lehre und in Vorträgen ein.

MA Simon Klingel ist wissenschaftlicher Mitarbeiter am Lehrstuhl für Wald- und Umweltpolitik an der TUM School of Management.

Jan. 12, 2022 | The Academic Career System in Germany

Description
The German research and innovation system provides excellent financing and plenty of research opportunities at the postdoctoral stage. However, most academic positions at universities are fixed-term. Permanent positions, in particular for professorships, are highly competitive. So, what are your options? And what is expected from you in your further career development? Taking an international perspective, the talk addresses the particularities of German academia and its career system from doctorate to professorship, focusing on the different pathways and development stages to build your academic portfolio and become eligible for tenure.

Speaker: Dr. Thomas Koch is a research management consultant and certified business trainer and coach. He provides hands-on workshops and individual guidance for researchers to realise their research ideas and career objectives. He also supports higher education institutions and research consortia in implementing strategic initiatives and preparing grant proposals. Holding a PhD in physical chemistry from the UK, he builds on 10 years of international experience as a researcher and 12 years of professional experience as a research manager and senior administrator at universities in Bochum (RUB) and Munich (LMU).

Jan. 26, 2022 | Strategies for Exploitation of Research Outcomes

Description: Exploitation describes the strategy how scientific results can be used for further research activities or for commercial or non-commercial purposes. Exploitation has become an important aspect in many funding programs, especially in Horizon Europe, and funders expect researchers to play an active role in ensuring that their scientific results are taken up by interested parties and are used to create an impact for science, economy and
society. Today, exploitation is not limited to commercial use, but could also focus on social innovation or support decision makers in their policy development. Besides securing intellectual property via measures like patenting to commercialize research results, crowdfunding has recently gained attention as an additional route not only for commercialization, but is increasingly used to also promote social innovation concepts. This TUM Postdoc101 talk will provide information about principles and strategies for the exploitation of research outcomes to achieve an impact.

Speaker: Dr. Babette Regierer graduated in Biology and Theology and did her PhD in the field of plant molecular biology. Since 2000, Dr. Regierer is working as scientific manager and professional grant writer with a special interest in innovation management and impact pathways. Dr. Regierer is co-founder of SB Science Management UG together with Dr. Susanne Hollmann providing consultancy services in proposal writing and training for researchers and companies. So far, her consultancy resulted in 120 Mio € funding for her customers.

Feb. 9, 2022 | How to become a Professor

Description: The talk will give a brief overview of the career paths to a professorship in Germany, covering legal requirements for the selection procedure as well. It also addresses how to approach the search for relevant job advertisements, how to prepare the written application documents and how to make a good impression during the further steps of the selection procedure. Finally, the workshop will provide an outlook on negotiations on a professorship in Germany.

Speaker: Katharina Lemke is an in-house lawyer and consultant at the Deutscher Hochschulverband (DHV), Bonn, where she gives legal advice to members of DHV. Her areas of expertise are university law, public service law including public service pension law and employment law. Beyond that, she supports members of DHV with planning their career in academia and acts as a referee for seminars and workshops.
Online courses you can attend anytime

Nature Masterclasses

TUM has an institutional subscription to Nature Masterclasses. As a member of TUM, this subscription grants you access to all currently available online courses on the Nature Masterclasses platform. The following courses are currently available:

Course 1 | Scientific Writing and Publishing
What is the course about, and who is it for?
• Offers guidance on how to write and publish a great research paper
• For researchers in the natural sciences who want to get published
• Easy-to-use with short 10 minute lessons
• Taught by Nature Research journal editors – so you hear tips from the experts

Course 2 | Effective Collaboration in Research
What is the course about, and who is it for?
• Offers guidance on how to join in, set up or lead collaborative projects.
• For researchers in the natural sciences who want to make the most out of collaborative research projects
• Easy-to-use with short 15 minute lessons
• Taught by experts in collaboration including researchers, funders, editors and professionals
• Receive a certificate when you complete each part of the course – there are 3 parts in total

Course 3 | Managing Research Data to Unlock its Full Potential
What is the course about, and who is it for?
• Offers guidance on how to develop one’s data management skills or mentor others through the process
• For researchers in the natural sciences who want to learn about acquiring practical lifelong skills to manage their data efficiently and comply with evolving requirements, including from funders
• Easy-to-use with short 15-minute lessons
• Taught by experts in data management, including researchers, funders, data publishing and institutional data management specialists
• Receive a certificate when you complete the 4-module course

For more information, please consult this website.
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 (focus 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 few days.
Further Points of Contact & Workshops at TUM

TUM Institute for LifeLong Learning

In addition to the Postdoc Workshops, 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. Those include:

**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) > expected start of application process: September 2021
- TUM Science Manager (Science Management)
- TUM Entrepreneurship Advisor (Innovation and Spin-off Management) expected start of application process: September 2021
- 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.

**Munich Center for Technology in Society**

*Munich Center for Technology in Society (MCTS)* is an Integrative Research Center at the Technical University of Munich dedicated to understanding and reflexively shaping the multiple interactions between science, technology, and society. It offers a wide range of *German* and *English-speaking* seminars and workshops that seek to explore the intersections of Science, Technology and Society.

**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 event 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.