

TARGET GROUP

Doctoral researchers in their last year (preferably from the natural and life sciences), who want to actively prepare their next career step

CONTENT

Planning your next career step is a challenging and sometimes daunting process when done on one's own. Sharing this path with like-minded peers under professional guidance can make the whole process easier, and can help young scientists stay motivated and positive during the job search. Therefore, the *Grow your career!* program combines expert input with the benefits of peer coaching.

This career development program uses methods inspired by Design Thinking and covers self-reflection tools, exploration of options and active networking. The following topics are included in the program and are tailored to participants needs and interests:

Kick-off workshop:

- **To plan or not to plan?** Classical and agile approaches to career planning
- **Know yourself:** Tools for introspection & reflecting on your interests, values and goals
- **Peer Coaching:** Support and learn from each other using peer group supervision

Webinars:

- **Discover your competencies:** Look beyond your academic expertise
- **Explore your options:** Research the job market and design your own job
- **Networking:** How to build professional relationships “your way”
- **Job applications & interviewing:** Best practices, tips & tricks

SUGGESTED STRUCTURE AND TIMELINE – OVERVIEW

Month	1	Kick-off workshop	Self-study	Peer Group Meeting 1	Without trainer	Individual Support	Optional
Month	2	Webinar 1	Self-study	Peer Group Meeting 2	With trainer if required	Individual Support	Optional
Month	3	Webinar 2	Self-study	Peer Group Meeting 3	With trainer if required	Individual Support	Optional
Month	4	Webinar 3	Self-study	Peer Group Meeting 4	With trainer if required	Individual Support	Optional
Month	5	Webinar 4	Self-study	Peer Group Meeting 5	With trainer if required	Individual Support	Optional
Month	6	Final workshop		Individual Support	Optional		

SUGGESTED STRUCTURE AND TIMELINE - CONTENT

The structure, content and timeline of the course will be tailored to your institution's requirements and course participants' needs.

The one-day **kick-off workshop** serves as an introduction to career planning, introduces the peer group supervision method and tools for introspection. During the kick-off workshop the course participants get to know each other and together we determine the main topics and structure of the course. The **webinars** offer expert input by the trainer on specific topics, chosen by the course participants. The webinars can be replaced by expert input organized by your institution. During the **peer group meetings** participants share their progress and challenges and get support and input from their peers, using the structured "peer group supervision" method. The trainer can join these meetings if requested by the participants. Optional **individual support** by the trainer can also be included in the program, depending on the needs of the participants. The half-day **final workshop** serves as a wrap-up meeting to share course participants' achievements and progress and to determine the next steps after the end of the structured program.

GOALS

After this course, participants

- have reflected on their career goals and explored their career options.
- have designed their career development plan and started to put it into action.
- know methods & tools to find their individual career path.
- have built a strong peer support network.

ORGANISATIONAL INFORMATION

This course consists of a kick-off workshop and additional webinars and group meetings over the course of six months. Participants need to allocate time for self-study and be willing to actively participate in the group meetings. Course content and exercises for the self-study part can be accessed via an online course platform. Min. 6 participants, max. 16 participants, ideally 6-8 participants per group. Language: German or English.

Please note: Structure, content and timeline of this course are very flexible. Please contact Dr. Iris Köhler to discuss details and to tailor the program to your needs!

METHODS

Kick-off and final workshop: Short lectures, discussions, individual and group exercises based on career coaching and Design Thinking methods; interactive methods for group workshops to facilitate exchange;

Self-study: introspection / individual work with coaching exercises; Online course platform offers access to worksheets, further information and videos; Online-forum enables exchange among course participants and support by the lecturer in between webinars;

Peer group meetings: Peer group supervision;

Webinars: Short lectures, group work in breakout rooms, discussions;

Individual support: Career coaching and consultations (see infosheet "*Coaching – Career & Competencies*")