

PHASES AND CONTENT – ADVANCED

Qualification Programme ADVANCED

ADVANCED core module

Leadership Competencies Part II
(1 day)

ADVANCED additional module*

1 Workshop (depending on individual needs) or
coaching (up to 6 hours).

➔ **ADVANCED Certificate**

BASIC Certificate + ADVANCED Certificate =

➔ **Tenure-Track-Qualification
Programme Certificate**

(to be presented at the TT evaluation)

*Staff Development will be pleased to advise you on available **additional modules**.

CORE MODUL – ADVANCED

Leadership Competencies Part II – ADVANCED

- Assessing one's own leadership behaviour
- Leading teams: dealing with different types of employees/team roles
- Professional leadership: work requirements and strains
- Diversity and equality

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QUALIFICATION PROGRAMME

*Tenure Track Professors
Junior Professors
Junior Research Group Leaders*

BRIEF DESCRIPTION

The Qualification Programme is divided into two parts: BASIC and ADVANCED. In total, they comprise five core modules and four additional modules which should be completed by the final tenure-track evaluation. In the first consultation and the second consultation offered by the Staff Development team, individual needs of the professors are discussed and, if requested, individual measures derived. The team also offers a final feedback to give the participants the opportunity to evaluate the Programme. At the end of the Programme, successful participants receive a certificate. (It is also possible to participate in all modules offered individually regardless of the Qualification Programme.)

OBJECTIVES

- Developing competences of the professors with a tenure-track position based on individual requirements
- Assisting the professors with a tenure-track position in improving their own skills and those of their employees
- Establishing a network of the professors with a tenure-track position having regular exchange possibilities led by moderators
- Developing an early independence of the professors with a tenure-track position

FEATURES

- Demand-oriented offers
- Participant-oriented approach
- Direct transfer of practical skills
- Various types of formats: workshops, coaching, exchange of experience, peer-to-peer advice

PHASES AND CONTENT – BASIC

Qualification Programme BASIC

BASIC core modules

Leadership Competencies Part I (1 day)	Supervision of Doctoral Candidates (1 day)
Governing Bodies of the University Jena (1 day)	Feedback on Teaching (1/2 day)

BASIC additional modules*

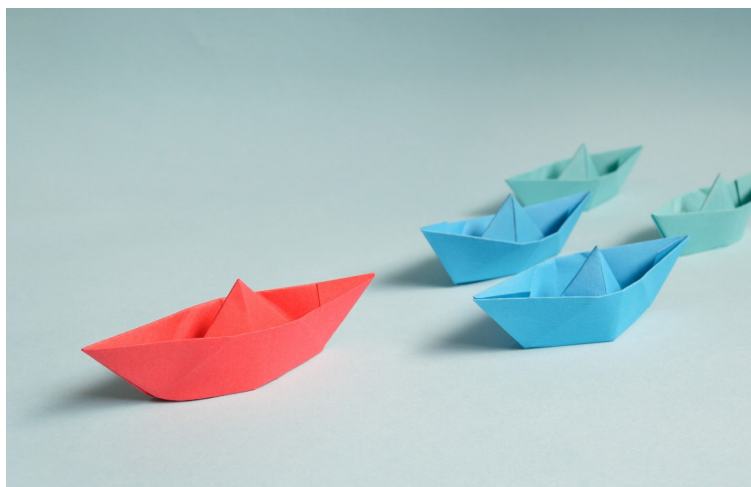
3 Workshops (3 days) depending on individual needs (refer to the Qualifications Portal of the University): One workshop day can be replaced by coaching (up to 10 hours).



BASIC Certificate

(to be presented at the TT-interim evaluation)

*Staff Development will be pleased to advise you on available **additional modules**.



CORE MODULES – BASIC

Leadership Competencies Part I – BASIC

- What does “good supervision” mean?
- Communication and feedback
- Rights and obligations of a leader
- Dealing with conflicts

Supervision of Doctoral Candidates – BASIC

- Legal framework
- Work process and supervision process
- Criteria for the selection of doctoral candidates
- Conflicts on the way to a doctorate
- Criteria for a good supervision
- Final phase

Governing Bodies of the University Jena – BASIC

- Governing bodies at the University Jena
- Decisions and influence of governing bodies
- Acting confidently and authentically in governing bodies
 - Placing and enforcing goals
 - Arguing convincingly
 - Awareness of gender dynamics

Feedback on Teaching – BASIC

- Video recording of a regular course upon prior appointment with the participant
- Evaluation of the presentation after the end of the course session recorded
- Video recording is available to the participant
- If necessary, participants may receive assistance in improving their courses