



RUPRECHT-KARLS-  
UNIVERSITÄT  
HEIDELBERG



February 25-26 | Heidelberg University Campus | Institute for Physics (PI)

## LEADERSHIP SKILLS FOR NATURAL SCIENTISTS

BRINGING THE VISION TO LIFE

### PROGRAM OBJECTIVES

The transition from being a great scientist to being a leader of other individuals is one of the most important and challenging stages in your career. Both while becoming a professor in university or an executive in a global company - leadership matters and it helps you to reach your personal objectives.

This transition from an individual contributor to a leader or manager of other individuals is not only important for you, but for your organization as well. Systematic weakness at the transition from completing tasks yourself to getting tasks done through others can weaken and limit the overall leadership pipeline and the subsequent performance of the organization.

This two day seminar "Leadership Skills for Natural Scientists" will provide you with the necessary knowledge and skills for this first leadership transition.

### PARTICIPANT MIX

The program is designed for Master's and Ph.D. students who aspire to become leaders or to take new leadership challenges in the next future. Participants from any scientific background, industry, or country are welcome. To derive maximum value from this program, you must be ready to share with fellow participants in a personal way – be willing to trust, offer feedback, and accept others' input with an open mind. Individuals or teams are welcome to attend.

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## CURRICULUM

The program is divided into five modules. Three of them are core components and two are optional. All of these modules are supported by practical written and video cases presenting different leaders talking about significant challenges they have faced and lessons they have learned from these experiences.

### Core Components

Module I „Motivation and Communication“ introduces the basic principles of motivation. As we spend almost a third of our lives with working it is essential to understand what people motivates to work and how this motivation can be influenced. Furthermore, communication is discussed since the ability to share information and to influence others are crucial components of leader success.

Module II “Planning and Strategy” is designed to help you to understand how actual conditions can be assessed and strategies are made in order to achieve goals in the future.

Module III “Structure and Design” provides you with an understanding how organizational structures and design will influence you and your leadership style. Furthermore, is the organizational structure always crucial for the overall performance of an organization.

### Optional Components

Module IV “Teams and Team Building” discusses how teams work and how leaders can shape groups in order to be most effectively. It is natural and necessary to work together in groups. Therefore, leaders are always confronted with teams and have to establish conditions under which teams perform the best.

Module V “Culture” explicates the meaning of culture for leaders. Since all of us are confronted with “our” culture from the beginning of our birth and this culture partly invisible leads our actions leaders have to be aware of the different cultures people are affected by. Furthermore you will also learn about organizational cultures and how they shape people.

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TIME SCHEDULE

**Day 1: February 25 - 9:30 to 17:30**

Module I: Motivation and Communication

- 09:30 - 10:00 Reception/Introduction
- 10:00 - 11:00 Theory Input I: Motivation and Communication
- 11:00 - 11:30 Written Case I
- 11:30 - 11:45 Coffee Break
- 11:45 - 12:45 Video Case A
- 12:45 - 13:00 Summary of Module 1
- 13:00 - 14:15 Lunch

Module II: Planning and Strategy

- 14:15 - 15:15 Theory Input II: Planning and Strategy
- 15:15 - 15:45 Written Case II
- 15:45 - 16:00 Coffee Break
- 16:00 - 17:00 Video Case B
- 17:00 - 17:30 Summary of Module II and Reflection of Day 1

**Day 2: February 26 - 09:30 to 13:30**

Module III: Structure and Design

- 09:30 - 10:00 Refreshing Day 1
- 10:00 - 11:00 Theory Input III: Structure and Design
- 11:00 - 11:30 Written Case III
- 11:30 - 11:45 Coffee Break
- 11:45 - 12:45 Video Case C
- 12:45 - 13:30 Summary of Module II and Reflection of the Seminar

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## WHY THIS PROGRAM?

**A Creative Mixture of Methods** will provide you with theoretical and practical knowledge which can easily be applied to other areas.

**The Case Method** is a proven tool for expanding your leadership capability and expertise. No other program puts you face to face with the character who wrote the cases and experienced the outcomes.

**Teaching Experienced Instructors** will assure your learning success through their personal skills and structure of their courses.

**A Diverse Group of Accomplished Peers** will share their unique perspectives and life experiences. You will leave with a network that spans functions and industries.

**Full-Time Heidelberg University Faculty** members teach every course. Drawing on proven business expertise and field-based research, they will engage you in an unparalleled learning experience.

## FACULTY

Dr. Björn Michaelis is Substitute Professor of Organizational Behavior at the University of Heidelberg. His research, teaching, and consulting work focuses on leading innovation, leading change, and leading globally. Dr. Michaelis received his master's degree in organizational psychology from the University of Göttingen, and a Ph.D. in organizational behavior from the University of Heidelberg. He was a visiting scholar at the Graduate School of Business in Fontainebleau and the Collin County College in Dallas.

Dr. Michaelis presented his work in the area of leadership, change, and innovation at various international conferences such as the Annual Meeting of the Academy of Management and published his work in leading journals in his field such as the Journal of Change Management.

Putting Dr. Michaelis' research on leading innovation, change, and globalization to practice, he regularly consults with executives and delivers speeches on these issues with companies and organizations like Daimler, Kienbaum Executive Consultants, BASF, Fraport, Deutsche Bahn, and the United Nations.

## CONTACT

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