

Wintersemester 2023/2024

## Rules of the game in academia

### Ein Angebot des Career Support des Gleichstellungsbüros

Description: In a changeable organizational environment with often diffuse or contradictory requirements, 'hidden agendas' and a micropolitical 'culture of negotiation' thrive. Here implicit values and norms are conveyed - often unconsciously – and reflected in power relations, in strategic actions and thus also in selection processes. On the path to a scientific career, knowledge must be acquired that is not explicitly communicated anywhere and for which there are no sources to be looked up. Exclusion mechanisms are often subliminal. Understanding decision making in the systemic and organizational context and the unwritten rules of micropolitical action can promote one's own strategic competence – also under the aspect of diversity.

Goal: his event raises awareness of implicit norms and values, micro-political games and 'hidden agendas' in science. The participants are given the opportunity to reflect on their own resources for 'playing along' effectively.

Method: The workshop is practice-oriented and designed to be participatory; In order to get in the mood for the topic, participants are invited to engage in a reflection exercise as part of the initial invitation. The following methods are used: brief introductions to concepts and practical examples; guided reflection and discussion; individual work and small group work (breakout sessions)

Trainerin\*: Dr. Veronika Fuest is a certified consultant (systemic transactional analysis) and trainer with multi-disciplinary academic qualifications. Her professional experience includes leading roles in collaborative research projects at various scientific institutions, various assignments in science management

Organisational Information	
Sprache	Englisch
Zielgruppe	(Nachwuchs-)Gruppenleiterinnen*, Tenure Track Professorinnen*, fortgeschrittene Postdoktorandinnen*, habilitierende und habilitierte Wissenschaftlerinnen* aller Fächer
Datum	Montag, 19.02.2024 von 9.00 bis 16.00, Online
Anmeldung	Verbindlich 07.12.2023 an Dr. Katrin Springsgut über <a href="mailto:training.gleichstellung@uni-frankfurt.de">training.gleichstellung@uni-frankfurt.de</a> Anmeldebogen unter: <a href="https://www.uni-frankfurt.de/100587278">https://www.uni-frankfurt.de/100587278</a> . Das Training steht allen Personen offen, die sich als Frau identifizieren.

### GRADE – Goethe Research Academy for Early Career Researchers

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