



Program – Panel Discussion on "Career Development and Leadership", November 16th, 2022

3:00 pm **Informal reception for speakers and participants**

4:00 pm **Welcome and opening remarks**

Dr. Helke Hillebrand (Director, Graduate Academy, Heidelberg University)

Keynote talks

"What makes a leader a good leader?", Dr. Hartmut Unger (Coaching Motivation Mannheim)

"Challenges for leadership in academic contexts", Prof. Dr. Christiane Schwieren (Professor of Organizational Behavior, Alfred Weber Institute for Economics, and Equal Opportunities Commissioner, Heidelberg University)

Panel discussion and Q&A

The discussion will be moderated by Dr. Helke Hillebrand with interactive audience participation throughout.

Panelists

Dr. Verena C. Haage, Postdoctoral Research Scientist, Columbia University Medical Center

Verena Haage is a Neuroimmunologist and a Postdoctoral fellow at the Center for Translational and Computational Neuroimmunology at Columbia University in New York City, USA. Her research focuses on heterogeneity of human microglia in health and in the context of neurodegenerative diseases. Verena has a strong interest in promoting research sustainability and worked on several aspects of sustainability in science, including a study assessing conference travelling behaviour of scientists as well as the social aspects of research sustainability by focusing and advocating for the importance of leadership and mentorship in academia. She is a co-founder of the Sustainable Leadership for Science initiative and leading author of a study assessing the state of leadership in academia in Germany. Since 2022 she is an active eLife ambassador with the goal to advocate and drive for the inclusion of leadership and mentorship in research assessment.



Dr. Helke Hillebrand, Director Graduate Academy, Heidelberg University

Helke Hillebrand studied biology in Bochum and Paris and earned her PhD in Molecular Plant Physiology from the Bochum Ruhr-University in Germany. Major steps in career include an assistant professorship at Bochum University and different roles at BASF from senior scientist to senior roles in science coordination, technology management and finance communication. In 2008, Helke seized the opportunity to turn her passion for mentoring and training of students and doctoral researchers into her profession and took post as Dean of Graduate Studies at EMBL. As the Coordinator of the Internal Training Department at the EMBL International Center for Advanced Training (EICAT) she assumed responsibility for the pre- and postdoctoral programs. Since 2017 Helke is the Director of Heidelberg University's Graduate Academy. She regularly serves on national and international expert panels, fellowship boards, and advisory committees for all aspects related to early career researchers.

Prof. Dr. Christiane Schwieren, Professor of Organizational Behavior, Alfred Weber Institute for Economics, and Equal Opportunities Commissioner, Heidelberg University

Christiane Schwieren is full professor of Organizational Behavior at the Alfred Weber Institute of Economics, Heidelberg University. She received her PhD from Universiteit Maastricht (Netherlands) in 2003 and held positions at Universitat Pompeu Fabra (Spain) and Universität Mannheim before taking post at Heidelberg University. Her main research focus is on behavioral gender economics, and on the effects of stress and mental health issues of economic behavior in the laboratory and in field settings within firms. She also works on data sharing and methodological issues of experimental and behavioral economics. Her ongoing research includes a large project funded by the German Ministry of Research and Education on "Data Sharing" and another large project on "Cooperative Culture in Firms". Besides her research and teaching, she is also the equal opportunities officer of her faculty and of Heidelberg University. She is internationally trained as conflict mediator, in mindful leadership and in systemic agile coaching.



Ms. Sanja Stevic, Academic Dean and PhD researcher, Schiller International University

Over 20 years of leadership and teaching experience in higher education field. Teaching expertise and research interests lie in the field of Organisational Change and Learning, Corporate Culture and Future of Work. Her doctoral research explored interface between psychologically safety and leadership in the context of HigherEd. She holds BSc (Hons) in Psychology, Kingston University, MSc in Organisational Psychology and an MBA (Leadership and Innovation), Henley Business School, UK. Currently completing her Doctorate in Business Administration, Anglia Ruskin University, UK. Fellowship member of the Institute of Leadership and Management (2018) and Harvard Leadership Institute of Coaching (2020); ICF Accredited Transformational Leadership Coach (2018).

Prof. Dr. Han de Winde, Professor of Industrial Biotechnology and Director of Education, Institute of Biology, Leiden University

Han de Winde is an organic chemist by training and obtained a PhD in molecular biology in 1992 at the University of Amsterdam, The Netherlands. After a number of research as well as managerial positions in academia and industry across The Netherlands and Belgium, Han in 2006 became Scientific Director and full professor in Genetics and Genomics of Industrial Microorganisms at the Department of Biotechnology, TU Delft. In this context and among his many directorships throughout his career Han also led the Graduate Research School 'Biotechnological Sciences Delft-Leiden'. Since 2010, Han served as Deputy Dean of the Faculty of Applied Sciences of TU Delft and assumed a series of important roles with the Dutch National Science Foundation NWO. In 2013, Han was appointed Vice Dean at the Faculty of Sciences, Leiden University. As a Vice Dean he was responsible for the quality and availability of all education programs of the Faculty of Science. After two terms as Vice Dean, in early 2019 he resumed the position of chairholder and PI of Molecular and Industrial Biotechnology and was appointed Director of Education at the Leiden Institute of Biology. Currently, Han is Director ad interim of the newly launched Leiden Learning and Innovation Centre LLInC.



Dr. Hartmut Unger, Coaching-Motivation Mannheim

Dr Hartmut Unger coaches, moderates and trains individuals, teams, and groups. His focus is on professional orientation, communication and conflict, the impact of civil society action and democratic speaking. After 25 years as an expert and executive in politics, industry, and foundations at home and abroad, he set up his own business as a founder and coach in Mannheim. At the SRH Heidelberg he teaches organisational consulting and quality management as a lecturer. He is engaged for the culture in Ludwigshafen, the Equality Action Plan in Mannheim and literacy for functional illiterates and people with reading and spelling difficulties.

6:00 pm **End of event**

CAREER DEVELOPMENT & LEADERSHIP

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