Fix the Leaky Pipeline Program (FLP)
Kick-Off Event – 15 March 2022

WELCOME
Outline

09.00 Welcome address (*Daniela Hansen*)

09.05 Program presentation

09.15 Presentation of the coaches & trainers (*Kristin Becker*)

10.00 Virtual coffee break

10.15 Academic careers of women:
   Presentation role models moderated by Urte Reckowsky
   Discussion with role models in break-out rooms

12.00 Official end of event

12.05 Possibility for getting together for interested participants in
   Peer mentoring

15.03.2022 Kick-off Event, Online

www.fix-the-leaky-pipeline.ch
Guests – Role Models

Prof. Esther Amstad, EPFL
Prof. Eleni Chatzi, ETHZ
PD Daniela Kiselev, PSI

Coaches and Trainers

Dr. Monika Clausen
Dr. Sarah Shephard
Dr. Lille Springall
Sibyl Schädeli
Dr. Verity Elston
Dr. Ingrid Le Duc
Afi Sika Kuzeawu
Dr. Silke Mischke
Susanne Matuschek
Sarah Blackford (video)

15.03.2022 Kick-off Event, Online www.fix-the-leaky-pipeline.ch
Working group for Equal Opportunities in the ETH-Domain

ETHzürich  EPFL  PSI  Empa  WSL  eawag  ETH BOARD

Raphaëla Hettlage  Hélène Fueger  Natalie Lerch-Pieper  Melina Spycher  Urte Reckowsky  Melina Spycher  Julian Wettengel

Management Team

Daniela Hansen  ETH Zurich

Kristin Becker  Chantal Mellier  EPFL

15.03.2022 Kick-off Event, Online  www.fix-the-leaky-pipeline.ch
Fix the Leaky Pipeline program

- Career-building program in the ETH Domain
- Target group: female doctoral students, postdocs + other young scientists
- Help more women take their scientific careers further & alternatives
- Raise more women in leading positions in science

Main reasons to leave academia
(FLP survey former participants 2007-16, 39 respondents)

- Incompatible with family life
- World-wide mobility
- Lack of opportunities
- Insecure future
Fix the leaky pipeline!

A career-building program for women in science

Leaky Pipeline 2019 ETH Domain

- Bachelor Students: 31.9% (f, 2019) 29.9% (m, 2019)
- Master Students: 41.9% (f, 2019) 29.9% (m, 2019)
- Doctoral Students: 32.8% (f, 2019) 25.3% (m, 2019)
- Assistant Prof.: 85.3% (f, 2019)
- Professors (full & associate): 14.7% (f, 2019)

Source: Gender Monitoring EPFL + ETHZ

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Fix the leaky pipeline!
A career-building program for women in science

Coaching

- 6 groups at ETHZ & EPFL
- 8 participants per group
- 1 professional coach
- 5 coaching sessions (5 x ½ day)
- Participation in all 5 sessions
- Fee: 250 CHF for all sessions
- Optionally, an extra individual follow-up coaching session (50 CHF)

Courses

- 8 courses at ETHZ & EPFL
- Interviewing, Leadership, Self-Marketing, Career planning, Networking, Power games, Emotional intelligence, Academic mobility, Design your future
- 12 participants / 1 trainer
- 1-2 days, April - December 2021
- Fee: 1 day course 80 CHF
  2 day course 150 CHF

Please check start of registration on the website!
Who will pay the invoice? Yourself or your employer.
For cancellations latest one week before the start of the course or coaching group and in case of illness or force majeure, the participants will be reimbursed.

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www.fix-the-leaky-pipeline.ch
Mentoring

One-to-one Mentoring
- More experienced person (mentor from academia or industry) – less experienced person (mentee)
- For doctoral students (3rd year and above) and postdocs
- Application closed, 40 mentees
- 1 year

Peer Mentoring
- Group of persons (peers) constitute themselves as group
- 2-5 senior mentors (from academia or industry) assist the group selectively
- For doctoral students and postdocs
- Set a career-relevant topic on which the group wants to work
- Group organises workshops with trainers
- Budget of CHF 5000
- 1 year
- Deadline 29.04.22

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Individual Coaching Session new offering (as a pilot)

• One hour session with one of the coaches of the FLP program at a reduced fee (CHF 50)
• Target group: course participants & mentees in one-to-one mentoring
• The offer will be advertised with the sending of the evaluation sheets of the courses, and in case of the one-to-one mentees with the sending of the invitation to the kick-off meeting
# Fix the leaky pipeline!

A career-building program for women in science

<table>
<thead>
<tr>
<th>CONNECT</th>
<th>Réseau romand de mentoring pour femmes</th>
<th>REGARD</th>
<th>feminno</th>
<th>Fix the Leaky Pipeline (FLP)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Target audience</strong></td>
<td>Female Postdoc candidates, female PhD students at least in the second half of the PhD</td>
<td>Female PhD students in last year, post-docs</td>
<td>Female PhD students, postdocs and professors (few workshop also for men)</td>
<td>Female PhD students, postdocs, other young scientists, alumnae</td>
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<tr>
<td><strong>For participants from which Institution</strong></td>
<td>ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Zurich, NCCR Automation</td>
<td>All universities in Western Switzerland and EPFL</td>
<td>All universities in Western Switzerland and EPFL, if places available, open for all institutions</td>
<td>ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL)</td>
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<tr>
<td><strong>Offerings</strong></td>
<td>A series of in total 6-7 one-day workshops about career development, CV preparation and at company sites meeting role models from industry as well as universities of applied sciences.</td>
<td>One-to-one mentoring, Group meetings with workshops on soft skills, individual coaching (financial contribution), networking with other women in sciences</td>
<td>One- or two-day workshops with (female) experts on career developing</td>
<td>feminno bridges academic research career to entrepreneurship and industry career. Innovation workshops and seminars as well as personal development training by career advisers, coaches, innovation experts and executives from life-science enterprises</td>
</tr>
<tr>
<td><strong>Costs</strong></td>
<td>CHF 400</td>
<td>Free of charge</td>
<td>Free of charge for participants of the Western Switzerland universities and EPFL, for others CHF250/day</td>
<td>CHF 150 for ETH and UZH, CHF 800 for other universities, CHF for alumnae</td>
</tr>
<tr>
<td><strong>Special conditions</strong></td>
<td>Employment contract during time span of the program with one of the academic institutions.</td>
<td>Applicants have to be subscribed to one of the institution (PhD students) or being under contract</td>
<td>Some workshops are open only for a specific target group</td>
<td>ETH alumnae may get at visitor status at ETH and could profit from a lower fee.</td>
</tr>
</tbody>
</table>

15.03.2022 Kick-off Event, Online

www.fix-the-leaky-pipeline.ch
Dr Monika Clausen

Coaching group for advanced postdocs at ETHZ

Self-Marketing - Indispensable to boost your Career at ETHZ
Scientist - Manager - Trainer - Coach

- Trainer and coach for various partners (Academy and Industry)
- Heading a Shared Service Center as Expert and Manager
- Head Hunter for academic professionals
- Postdoctoral Fellow at the University Zurich and the ETHZ
- PhD in Plant Science from the Salk Institute in San Diego

- Bachelor in Business Administration
- Leadership training and certification in androgyne, in solution focused coaching (team and individuals), as competence profiler, for intercultural awareness and much more

- Trainings are offered Europe-wide for different academic audiences like PhD and postdoc programs, mentoring, and coaching groups covering topics like application to industry and academia, interview training, competence profiling, career development, social interaction, and self-marketing

Dr. Monika Clausen

There is nothing as exciting as life
Coaching for Fix-the-leaky-pipeline

- Coaching groups in Zurich and Lausanne since the beginning
- Participants are mainly more experienced and advanced scientists

Coaching Sessions:

- Dates: 16.05., 20.06., 18.07., 22.08., 12.09.2022
- Framework: sharing news and achievements, input, urgent cases
- Work style: mainly case work using group coaching methods
- Expectation: the group counts on every member
- Beauty: get support, share ideas, form a network
- Goal: find solutions, develop ideas for alternatives, reduce stress
Good to realize

• it is the participants who make the coaching group a success
• the quality of the work relies on trust, openness, and confidentiality
• working on cases requires brain power and input from everybody
• if somebody can’t commit herself, consider to sign-up for a later group
• it is a great time to build a reliable network
• you can use the setting to initiate further events pushing your visibility
• ...
Course: Self-marketing Skills - Indispensable to Boost your Career
ETHZ, 23.08. & 24.08.2022

Objectives
• Participants reflect on their achievements and discover sparkling moments
• Participants learn to give and get feedback
• Participants get feedback on the (first) impressions they give
• Participants reflect on their communication behaviour
• Participants learn about ways to handle difficult situations
• Participants get tools to make lasting arguments

Methods
Theoretical inputs to the various topics, structured pair and group tasks, plenary discussions and practicing contact situations
Dr Sarah Shephard

Coaching group for doctoral students and postdocs at ETHZ

Course Leadership and how to succeed in the Scientific Community at ETHZ
Dr. Sarah Shephard

- Researcher
- Coach
- Faculty developer
- Singer
Coaching - a place where you can be yourself:

• competent, brave, ambitious and full of dreams
• shy or stressed or uncertain
• open and honest about what’s important to you

... and find solidarity & support
Transitions are exciting AND disorienting!

• It’s NORMAL:
  • to need new strategies!
  • to need tips & advice!
  • to need support!

... and so important to know: I’m not alone!
Methods

• Themes defined by group needs & interests, and by current / urgent situations

• Individual “cases” (questions & concerns) are kept brief & specific - focus is on relevance & learning possibilities for all in group

• Lots of “trying things out”, practical experiments

• Brief inputs, tips & tools where helpful
Leadership in academia

Leading myself well

Leading others well

Where do I/we want to go?

How do I/we want to get there?

Negotiating needs!
Dr Lille Springall

Coaching group for doctoral students and postdocs at ETHZ

Effective Interviewing at EPFL
Work & Organizational Psychologist, Holistic Coach, Board-Certified Hypnotherapist, Certified Naturopath, Certified Ayurvedic Therapist, Ayuryoga Yogatherapist.
About My Career Path & My Work

1. B.A. Mathematics (Hamilton College, U.S.A.)
2. M.S Engineering-Economics (Stanford U.S.A.)
4. Professor (IMI & Swiss Business School) Switzerland
5. Senior Scientist ETHZ IFAP & MTEC
6. Holistic Coach, Naturopath, Yogatherapist, Hypnotherapist Entrepreneur

People
Couples
Teams
Organizations

Academia
Industry
Public Sector

Work & Organizational Psychology (Carnegie Mellon U.S.A.)

People
Couples
Teams
Organizations
About my coaching group

Co-creative

Empowering

Holistic

Transformational

Inside-Out & Outside-In
The Effective Interviewing Workshop (2 days)

**Goals**
- Identify and articulate your strengths and weaknesses
- Improve your self-presentation skills
- Learn how to answer and field challenging interview questions in both academic and business settings
- Practice your self-presentation and interviewing skills in a safe and supportive environment
- Gain self-confidence
- Become a highly more effective interviewee fast

**Methods**
- Inputs from the trainer
- Self-reflection exercises
- Group exercises
- Role-Playing
- Mock Interviews
- Videos
- Practice
- Psychological «games»
Sibyl Schädeli

Coaching group for doctoral students & postdocs
at ETH Zurich

Course Done Being Nice!
Increase your assertiveness in institutional power games!
at EPFL
The more women shine at the top, the more diverse, competent and conscientious the world becomes.
SPECIALISED IN

- «Future-Proof» Leadership
- Healthcare Sector
- Status and Power Games
- Politics
- Application Process
- Self-Marketing
- Salary Negotiations
- Strategic Networking
- Universities and Research Institutes
- Diplomacy
- Healthcare Sector
GROUP COACHING

- SHORT INPUT
- DISCUSSION
- MINI-TRAININGS
- GROUP INTERVISION
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>5.5.2022</td>
<td>Group Coaching at ETHZ</td>
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<tr>
<td>30.5.2022</td>
<td>Group Coaching Online</td>
</tr>
<tr>
<td>27.6.2022</td>
<td>Group Coaching at Online</td>
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<tr>
<td>22.8.2022</td>
<td>Group Coaching Online</td>
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<tr>
<td>19.9.2022</td>
<td>Group Coaching at ETHZ</td>
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</tbody>
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Time: 13.00 - 17.00
WORKSHOP
“Done Being Nice!”
Increase your assertiveness in institutional power games

CONTENT:
This workshop reveals and decodes unspoken rules and behaviour patterns, guides you in identifying scheming, traps and tricks, and shows you how to achieve greater room for manoeuvre and increased assertiveness.

- Decoding verbal and non-verbal language, symbols and gestures in daily power games
- How to make yourself seen and listened to in meetings and further relevant settings

TRAINER: Sibyl Schädeli, lic.phil.

METHODS:
- Theoretical and evidenced based inputs about relevant mechanisms and models in power and status games
- Training of verbal and non-verbal tactics and strategies

SAVE THE DATE:
4.5.2022
9.00-16.00
Dr. Verity Elston

Designing Your Life
Coaching Group for PhDs and Postdocs
Researching and supporting researchers’ career development

Coaching the person, not the problem

Coaching, counselling and training with junior and senior researchers

creativity imagination curiosity
Getting Unstuck, Finding Your Way

design thinking

 collaboration

taking action
The reflection times let me evaluate the progress I was making.

Assignments let me stay in the process for all the period and not just during the sessions.

I enjoyed the open atmosphere Verity created.

I know how I’d like to advance my career in the next 3-4 years: the position I’d like and the experiences I need for self-development.
Group work
Individual reflection
In-room
Online

First meeting:
Tuesday
17th May
+ 4 dates
June-November

Group of 6-8
Interactive
Supportive
Adapted
Committed
Dr Ingrid Le Duc

Coaching group for doctoral students & postdocs at EPFL
Experience and approach

Psychologist

Curios about human relationships in HE

Trainer in pedagogy and learning skills

Scientific communication coach
My group coaching is an opportunity to explore your potential, discuss hot topics, practice transversal skills and learn from others.
Ingrid’s group coaching details

Day: All on Friday  
Time: 9h-13h  
Place: at EPFL, remote participation is possible  
Special: At least one face to face meeting in a convenient location for all participants (ie. Bern or Fribourg).
Afi Sika Kuzeawu

Design your Future – Planning a fulfilling work and self-realisation experience in Berne
Artist - Creative Consultant - Trainer - Coach

- Consultant and coach for various partners (Academy and Industry)
- Masters of Science in Psychology, currently completing at Brunel University, London
- Masters in economics and in computer engineering
- Bachelor of Arts in Music Jazz
- Training and certification in systemic coaching, which is resources-focused coaching (team and individuals), as career designer, for individual awareness
- Trainings are offered in Europe and Africa for academic and non-academic audiences, mentoring, and coaching individuals and groups covering topics like achieving high performance in teams, personal expression training, and career designing. Consulting is offered for entrepreneurs and companies to clarify ideas and transforming them into implementable concepts.
Teaching for Fix-the-leaky-pipeline

- Teaching a class in Bern on two days
- Participants are PhD candidates and Post docs

Course Days:

- Dates: 05.04.2022 and 26.04.2022
- Framework: reflecting individually, input, sharing with the group
- Work style: mainly personal introspective work and group exercises
- Expectation: the workshop builds upon personal (home)work
- Beauty: make a self-discovery process and get support in it, share in the group, form a network
- Goal: get insights about oneself, develop vision for professional future
Good to realize

- it is the commitment to do also the homework that makes the course a success
- the quality of the work relies on honesty, openness, and curiosity
- working on oneself requires reflective state and a discovery attitude
- if somebody can’t commit herself, consider to sign-up for next year
- it is a great time to reflect in depth about one’s own personality
- you can use the setting to guide decisions also in other areas of your life
- ...

...
Course: Design your Future - Planning a fulfilling work and self-realisation experience

Berne, 05.04. & 26.04.2022

Objectives
• Participants gather data regarding their inner world
• Participants learn what values, strengths and talents are
• Participants learn to reflect on who they are
• Participants learn about ways to envision and plan a career based on self-knowledge
• Participants get tools to design their professional future in a way that brings fulfillment and self-realization

Methods
Theoretical inputs to the various topics, personal home work, structured group tasks, plenary discussions and practicing career designing
Working with Emotions

Dr Silke Mischke
• Basic Emotion Theory
• Emotional Intelligence – Concept & Definition
• Emotional Key Competencies
  Ability Model of Emotional Intelligence
• Case Studies/Experiential exercises
Emotional Intelligence Key Abilities

EXPERIENTIAL SKILLS

Perceive Emotions:
What emotions are you, & others, experiencing?

Empathy/Use:
How are these emotions influencing thinking?

STRATEGIC SKILLS

Understand Emotions:
What caused these emotions?

Manage Emotions:
How do you manage your and other’s emotions?
Thank you!
Course Successful Networking
27 September 2022
— in presence (ETHZ) or online —
Networking - a Career Factor for Women!

Women leaders use networks much more than men and support their contacts more likely e.g., to promote for a job (forsa)

Women can benefit from female-led networks (Nature)

…know how-to efficiently & effectively

→ Course Successful Networking
Course Successful Networking – ETHZ – 27.09.2022

Program

Theory combined with practical and interactive exercises

_NETWORK: definition, most important features, limitations
_NETWORKING: 4 step model, methods, Do’s & Don’ts, Tipps & Tricks
_BENEFITS: research on networking → impact on career in academia
_Practical EXERCISE: network analysis (self-positioning) with short oral presentation by participants
_Interactive EXERCISE: how-to first contact (“speed dating”)
_SMALL GROUP: max. 12 participants
Very much looking forward to this course with YOU

Susanne Matuschek
MATUSCHEK CONSULTING
www.matuschek.ch

Course Successful Networking
27 September 2022
– in presence or online –

Very much looking forward to this course with YOU
Sarah Blackford
(video)

Course Academic mobility – online
19.05.2022
## Agenda

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<tr>
<th>Title</th>
<th>Date</th>
<th>Location</th>
<th>Registrations</th>
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<tbody>
<tr>
<td>Design your Future</td>
<td>5 &amp; 26.04.2022</td>
<td>Bern</td>
<td>17.03.2022</td>
</tr>
<tr>
<td>Power Games</td>
<td>4.05.2022</td>
<td>EPFL</td>
<td>23.03.2022</td>
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<tr>
<td>Leadership and how to succeed in the Scientific Community</td>
<td>10 &amp; 17.05.2022</td>
<td>ETHZ</td>
<td>29.03.2022</td>
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<tr>
<td>Academic mobility and dual career planning</td>
<td>19.05.2022</td>
<td>EPFL</td>
<td>7.04.2022</td>
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<tr>
<td>Effective Interviewing</td>
<td>11 &amp; 12.07.2022</td>
<td>EPFL</td>
<td>30.05.2022</td>
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<tr>
<td>Self-Marketing Skills – indispensable to boost your career</td>
<td>23 &amp; 24.08.2022</td>
<td>ETHZ</td>
<td>12.07.2022</td>
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<tr>
<td>Emotional intelligence</td>
<td>5 &amp; 19.09.2022</td>
<td>EPFL</td>
<td>25.07.2022</td>
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<tr>
<td>Successful Networking</td>
<td>27.09.2022</td>
<td>ONLINE</td>
<td>16.08.2022</td>
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<td>Coaching Groups with Dr. Sarah Shephard</td>
<td>4.05.2022</td>
<td>ETHZ</td>
<td>23.03.2022</td>
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<td>Coaching Groups with Sibyl Schaedeli</td>
<td>5.05.2022</td>
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<td>Coaching Groups with Dr. Monika Clausen</td>
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<td>19.04.2022</td>
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</table>
Questions?

For those who are interested in establishing / joining a FLP Peer Mentoring group: Please stay in the zoom after the end of the discussion with the role models.