Fix the Leaky Pipeline Programme (FLP)
Kick-Off Event – 3 February 2023

WELCOME
Outline

10.15 Welcome address (*Urte Reckowsky, WSL*)
10.20 Programme presentation (*Daniela Hansen, ETHZ*)
10.30 Presentation of the coaches & trainers (*Kristin Becker, Chantal Mellier, EPFL*)
11.20 Individual exchange with Coaches & Trainers
11.45 Lunch break & networking
12.45 Academic careers of women – Panel discussion with role models
   incl. Q&A moderated by Lille Springall
13.30 Exchange with role models (in smaller groups)
14.30 Take home messages & closing remarks (*Daniela Hansen, ETHZ*)
14.45 Official closing of event
14.45 Get together for interested participants in Peer mentoring
Guests – Role Models

Prof. Gabriela Hug, ETH Zurich
Dr. Lauren Cook, Eawag
Dr. Natalia Papathanasiou, Industry

Coaches and Trainers

Susanne Matuschek (zoom)
Sarah Blackford (zoom)
Sibyl Schädeli (zoom)
Dr. Monika Clausen
Afi Sika Kuzeawu
Dr. Lille Springall
Dr. Sarah Shephard (video)
Magda Kern
Prof. Jamie Gloor
Dr. Verity Elston (video)
Dr. Ingrid Le Duc

03.02.2023 Kick-off Event

www.fix-the-leaky-pipeline.ch
Working group for Equal Opportunities in the ETH-Domain

Center of Competence for Diversity & Inclusion PSI, Empa, Eawag
Natalie Lerch-Pieper, Melina Spycher

Management Team

Daniela Hansen
ETH Zurich

Kristin Becker, Chantal Mellier
EPFL

03.02.2023 Kick-off Event
www.fix-the-leaky-pipeline.ch
Fix the Leaky Pipeline programme

- Career-building programme in the ETH Domain
- Target group: female doctoral students, postdocs & other young scientists
- Help more women take their scientific career further & show alternative career paths
- 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 & 2021 ETH Domain

<table>
<thead>
<tr>
<th>Professor Level</th>
<th>% Female 2019</th>
<th>% Female 2021</th>
<th>% Male 2019</th>
<th>% Male 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professors (full &amp; associate)</td>
<td>32.4%</td>
<td>40.2%</td>
<td>67.6%</td>
<td>59.8%</td>
</tr>
<tr>
<td>Assistant Prof.</td>
<td>33.3%</td>
<td>33.3%</td>
<td>66.7%</td>
<td>66.7%</td>
</tr>
<tr>
<td>Doctoral Students</td>
<td>33.9%</td>
<td>33.9%</td>
<td>66.1%</td>
<td>66.1%</td>
</tr>
<tr>
<td>Master Students</td>
<td>30.3%</td>
<td>30.3%</td>
<td>69.7%</td>
<td>69.7%</td>
</tr>
<tr>
<td>Bachelor Students</td>
<td>24.3%</td>
<td>24.3%</td>
<td>75.7%</td>
<td>75.7%</td>
</tr>
</tbody>
</table>

Source: Gender Monitoring EPFL + ETHZ
% figures refer to 2021 numbers
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

• 9 courses at ETHZ & EPFL
• Interviewing, Self-Marketing, Career planning, Networking, Done being nice!, Academic mobility, Design your future, Presenting to non-expert audience, Unconscious bias
• 12 participants / 1 trainer
• 1-2 days, April - November 2023
• 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.

03.02.2023 Kick-off Event
www.fix-the-leaky-pipeline.ch
What is Coaching?

- Coaching is done by a professional coach
- The coach is a facilitator, who helps to achieve a defined goal
- Coaching involves the belief that the coachee has the answers to her/his own problem
- Empowerment
- Activation of your own resources

Coaching is not telling the coachee what to do. Coaching is not counselling.
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 30.04.2023
Individual Coaching Session

- One hour session with one of the coaches of the FLP programme 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

03.02.2023 Kick-off Event www.fix-the-leaky-pipeline.ch
# Overview different career building programmes

<table>
<thead>
<tr>
<th>CONNECT</th>
<th>Réseau romand de mentoring pour femmes</th>
<th>REGARD</th>
<th>feM-LEAD</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, post-docs and professors (few workshop also for men)</td>
<td>Women in Science (after Postdoc technicians and women working in administration who do not hold a leadership position)</td>
<td>Female PhD students, postdocs, other young scientists, researchers, alumnée</td>
</tr>
<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>PSI, Empa, WSL</td>
<td>ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL) and Swiss Universities of Applied Sciences.</td>
</tr>
<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>1-2. Mentoring, 1 external course, 1 institution internal course, networking and information, BIP self and external evaluation (organizational psychological tool), 2 main events with inputs and networking</td>
<td>feminno bridges academic research career to entrepreneurship and industry career. Innovation workshops and seminars as well as personal development training by career advisors, coaches, innovation experts and executives from 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 Swiss universities and EPFL. For others CHF 250/day</td>
<td>Free of charge</td>
<td>CHF 150 for a PhD students and CHF 400 for a Postdoc at ETH Zurich or UZH, CHF 800 for other universities or universities of applied sciences</td>
</tr>
<tr>
<td><strong>Deadlines</strong></td>
<td>Call to open in summer 2022, presumable registration deadline end of August 2022. Check <a href="http://www.connect-women.ch">www.connect-women.ch</a></td>
<td>Next edition starts in the beginning of 2023. Registration is new open Deadline March 9, 2023</td>
<td>Registration is new open Deadline March 9, 2023</td>
<td>Next call end 2023/beginning 2024</td>
<td>Call 7 confirmed, with start in Sept. 2023. Application starts in June 2023</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 (PhD students, post docs or professor)</td>
<td>Employment contract with one of the institutions during the programme</td>
<td>ETH alumnées may get at visitor status at ETH and could profit from a lower fee.</td>
</tr>
</tbody>
</table>

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**03.02.2023 Kick-off Event**

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www.fix-the-leaky-pipeline.ch
Susanne Matuschek
MATUSCHEK CONSULTING

Course: **Successful Networking**
26 September 2023
– online –
Studies in Biology: Behavioral biologist (Univ. of Konstanz, DE)

Head AIDS Division (FOPH/BAG)

Project & Product Manager: Private Industry (DE & ww)

SNSF Programme Manager Career Grants / for Women
EUROPE: Chair European Working Groups on Research Careers & Gender

MATUSCHEK CONSULTING
Workshops Coaching etc.

Head Equal Opportunities (Univ.SG)
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 – ONLINE – 26.09.2023

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; networking Academia vs. Industry
_IMPACT on your career in ACADEMIA: research on networking → connect to CAREER FUNDING SNSF
_Practical EXERCISE: Network Analysis (Academia & Industry)
_SMALL GROUP: max. 12 participants → a lot of time for Q&A

_QUOTES former participants:
«Really, really good work both by the organizers and the course presenter - thank you!»; «The course was very encouraging!»
Susanne Matuschek
MATUSCHEK CONSULTING
www.matuschek.ch

Course Successful Networking
26 September 2023
— online —

Very much looking forward to this course with YOU
Sarah Blackford

Course: Academic mobility and dual career planning, EPFL
Fix-the-leaky Pipeline
Academic Mobility Workshop
Tuesday 7th November, 2023

INTRODUCTION

Sarah Blackford, MA CEIGHE, SFHEA
Academic Careers Adviser & Coach
linkedin.com/in/sarahblackford
@BiosciCareer
www.biosciencecareers.org
Sarah Blackford
PhD Career Specialist | SFHEA | Career education workshops and webinars, 1-2-1 career guidance and coaching | MBTI Practitioner
Greater Wurzburg Area | Contact info
500+ connections

1. Researcher
University of York
(3)

2. Assistant editor
Scientific journal
Southampton
(5)

3. University Careers Adviser
Lancaster/Leeds
(3)

4. Head of Education, Careers & Policy
Learned Society London
(19)

5. Academic Careers Adviser/Coach
Independent Worldwide!
(4)

Experienced PhD Careers Adviser with a background in bioscience. Specialises in CV writing and interviews, providing career education workshops and individual coaching for PhD students, postdoctoral researchers and academics.

With over 25 years' experience (at various universities), I deliver bespoke career guidance and coaching (Warwick/Lancaster and worldwide) to help PhD students and postdocs develop the transferable skills, understanding and networking required for successful job and career transitions. I specialise in supporting PhD students and postdoctoral researchers in securing academic and non-academic roles through effective job presentation and successful CV writing and interview

Training is inclusive, confidential and interactive with plenty of opportunities for reflection. For each delegate we achieve excellent feedback showing participations discover new ways to enhance their employability prospects, whether within or outside of their chosen discipline.

Contact: sarah.blackford@biosciencecareers.org

Other publications: (book, papers, reviews and articles)
https://www.researchgate.net/profile/Sarah_Blackford2
In person
7. RECOGNISING SKILLS

This workshop/webinar aims to raise awareness of the range of skills postgraduates and postdoctorals acquire whilst undertaking their research activities so that they can express this more clearly in moving their career forward whether it is within or outside of academia. Participants are grouped according to their career stage, from 1st year postgraduates through to mature postdoctorals. In this way similar roles and tasks are usually defined by the group and can then be translated into skill sets and personal qualities which are linked to a range of examples of live job descriptions. This workshop/webinar can be followed on by a CV and application workshop which will demonstrate how to set out personal information depending on the type of position being applied for.

8. ACADEMIC MOBILITY

Academic research is an international endeavour and so mobility nearly always plays a part in the careers of researchers. Whether it is moving to another country to take up a fellowship or new post or even if it is a short visit to improve on professional skills and gain more experience, preparation is paramount. This workshop/webinar includes research studies conducted on mobility, case studies, dual career couples, funding information, advice and strategies for those considering whether to stay or go. It provides a space for participants to discuss the challenges and benefits of career mobility and different ways in which they can spend time in different work environments, either long-term or short-term, depending on their own situation and career goals.

9. RAISING SELF-AWARENESS
Fix-the-leaky Pipeline
Academic Mobility Workshop
Tuesday 7th November, 2023

See you there!

Sarah Blackford, MA CEIGHE, SFHEA
Academic Careers Adviser & Coach
linkedin.com/in/sarahblackford
@BiosciCareer
www.biosciencecareers.org
Sibyl Schädeli

Coaching group for doctoral students & postdocs, ETH Zurich
Course: Done being Nice!, EPFL
The more women shine at the top, the more diverse, competent and conscientious the world becomes.

Social Anthropologist

Master of Management

Top Leadership and HR- Positions

Executive Coach and Consultant
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:
24.4.2023, 9.00-16.00
EPFL
Dr. Monika Clausen

Coaching group for advanced postdocs, ETHZ
Course: Self-marketing Skills – Indispensable to Boost your Career, 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 androgony, 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: Monday, 05.06., Monday, 26.06., Thursday 13.07., Monday, 21.08., and Thursday 07.09.2023 always from 1pm to 5pm
- 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, 21. and 22.06.2023

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
Afi Sika Kuzeawu

Course: Design your Future - How do you make professional choices?
Career Mentor - Trainer - Coach - Artist

- Career Mentor & Coach for various partners (Academy and Industry), Trainings in Europe and Africa

- M.Sc. Psychology (Brunel University London)
- M.Sc. Economics & Computer Engineering (Universität Leipzig, Université Lumière Lyon II)
- B.A. Music Jazz (Hochschule der Künste Bern)
- Certification in Systemic Coaching (Institut für Systemische Impulse Zürich): resource-focused coaching


Afi Sika Kuzeawu

Potential unused is potential wasted
Course: Design your Future - Planning a fulfilling work and self-realisation experience
Berne, 16.05. & 06.06.2023

Objectives

• Understand what is the formula for sustainable job satisfaction and fulfilment
• Understand what is a reliable guidance in training and career decisions
• Discover one's own values, strengths and talents
• Get closer to the "true self"
• Get to know the career models available for shaping one's career
• Draw up an individual concept sketch for the "right" profession
• Work style: Theoretical input, individual introspective work, body work, group work
• Expectation: the workshop builds upon some homework that will be given
• Beauty: be enriched by the group and by the trainer’s personal lived experience
• Goal: get insights about oneself, construct a concept for one’s career that leads to satisfaction, self-realisation & excellency
Dr. Lille Springall

Work & Organizational Psychologist, Certified Coach (ICF), Board Certified Hypnotherapist, Certified Naturopath (TEN), Certified Ayurvedic Therapist, Ayuryoga Yogatherapist.

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

www.lifequest.ch
lille@lifequest.ch
About Lille

Training & Career

• B.A. Mathematics (Hamilton College)
• M.S. Engineering-Economics (Stanford)
• PhD Work & Organizational Psychology (Carnegie Mellon)
• Postdoctoral Work (ETHZ)

Additional Training

• Certified Coach (ICF)
• Board Certified Hypnotherapist
• Certified Naturopath (TEN) with the Swiss Insurance Recognition (including 1200 hours of Human Medicine).
• Ayurvedic Practitioner
• Ayuryoga Yogatherapist

Work (Academia, private clients, couples, families, public sector)

Life Information

• Mother
• Multicultural
I help people to create their best lives holistically by enabling them to:

Understand and positively change deep-seated patterns and blockages of thought and behaviour proactively.

Create healthy, well-balanced and successful lives.

Navigate strategically through complex life and career situations, transitions and key decisions.

Transform relationships positively.

Gain clarity, focus and alignment.

Manage stress & emotions optimally.
My Coaching Group – «Live Your Best Life»

Holistic

Co-creative & individualized

Empowering

Truly transformational

Proactive & action-focused
Questions?

• Please feel free to contact me at:

• lille@lifequest.ch

• +41 76 319 1470 (text or whatsapp)
Dr. Sarah Shephard (video)

Coaching group for PhD students and postdocs, ETHZ
Course: Career planning for scientists, ETHZ
Dr. Sarah Shephard

- Researcher
- Coach
- ETH Faculty developer
- Singer
Dr. Sarah Shephard

Coaching main focus

- Women in academia
- Involved in women’s mentoring programmes at all levels
- Transformative coaching & workshops
- Empowerment to live one’s values
Coaching - a place where you can be yourself:

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

... and find solidarity & support
Coaching: 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
Career planning for Scientists

Landing my dream job!

Finding my unique calling

Finding a job with a “good fit”
Workshop: Leadership in academia

Part 1: Leading myself well

Part 2: Leading others well
Leadership in academia

Leading myself well

Leading others well

Goals: Where do I/we want to go?

Climate: How do I/we want to get there?
Leadership in academia: specific themes

- Leading projects
- Time management
- Being heard in discussions
- Supervising students
- Leading your boss
- Dealing with conflict
Magda Kern

Course: Public speaking training,
ETHZ
Public speaking training
PUBLIC SPEAKING MASTER CLASS

Stage movement
PUBLIC SPEAKING MASTER CLASS

Stage movement

Presentation structure
PUBLIC SPEAKING MASTER CLASS

- Stage movement
- Presentation structure
- Manners of speaking
PUBLIC SPEAKING MASTER CLASS

- Stage movement
- Presentation structure
- Manners of speaking
- Breath and diction
PUBLIC SPEAKING MASTER CLASS

- Engaging non-expert audience
- Breath and diction
- Stage movement
- Presentation structure
- Manners of speaking
PUBLIC SPEAKING MASTER CLASS

- Multimedia presentation
- Engaging non-expert audience
- Breath and diction
- Stage movement
- Presentation structure
- Manners of speaking
Public Speaking Master Class

- Body language
- Multimedia presentation
- Engaging non-expert audience
- Breath and diction
- Stage movement
- Presentation structure
- Manners of speaking
PUBLIC SPEAKING MASTER CLASS

- Stress management
- Body language
- Multimedia presentation
- Engaging non-expert audience
- Breath and diction
- Stage movement
- Presentation structure
- Manners of speaking
PUBLIC SPEAKING MASTER CLASS

- Stress management
- Answering unexpected questions
- Body language
- Multimedia presentation
- Engaging non-expert audience
- Breath and diction
- Stage movement
- Presentation structure
- Manners of speaking
Prof. Jamie Gloor

Course: (Un)conscious bias, ETH Zurich
(Un)conscious Bias

1. What is it?
2. Why does it matter?
3. What to do about it?

Prof. Dr. Jamie L. Gloor, Assistant Professor, HSG (SOM) & Entrepreneur “More with Jamie Gloor” www.jamiegloor.com
(Un)conscious Bias

1. What is it? → Name it
2. Why does it matter? → Frame it
3. What to do about it? → Tame it

Prof. Dr. Jamie L. Gloor, Assistant Professor, HSG (SOM) & Entrepreneur “More with Jamie Gloor” www.jamiegloor.com
(Un)conscious Bias

1. What is it? → **Name it**
2. Why does it matter? → **Frame it**
3. What to do about it? → **Tame it**

Interactive, evidence-based workshop on Wednesday, Nov. 22, in Zurich

Prof. Dr. Jamie L. Gloor, Assistant Professor, HSG (SOM) & Entrepreneur “More with Jamie Gloor” www.jamiegloor.com
Who am I?

Behavioral social scientist (psychology/management) with nearly 2 decades of research, teaching, and speaking experience across 4 continents

Passionate about rigorous research and positive impact in the areas of DEI, leadership, social sustainability…and humor
Dr. Ingrid Le Duc

Coaching group doctoral students & postdocs:
Focused on skills transfer for PhD and Postdocs in
STEM disciplines, EPFL
DR. INGRID LE DUC

PhD in Social Psychology, London School of Economics, licensed in Psychology in Mexico and trained in brief therapy for strategic change in Switzerland.

I have over 15 years of experience as an educational consultant, teacher and trainer. I am mother of two and enjoy swimming and outdoor sports.

I assume the leadership of projects and ensure the development of the teams and the people who compose them. I believe that working in Higher Education is an intersection between theories of teaching and learning with everyday practices. I care for promoting a diverse and caring workplace.

Wed. May 24
Introduce yourself

Wed. May 31
Skills + hot topic

Wed. Aug 23,
Skills + hot topic

JOINT SESSION
Leadership
Fri. Sept 1

Fri. 6, Oct.
Pending issues
and wrap-up
Build your confidence in Ingrid’s coaching group

Themes: Presenting yourself, negotiation techniques, leadership and management skills, conflict resolution, procrastination.

Exercises: Doing a pitch, active listening, role plays, hot-topic discussions, self-reflection.

Questions: How do I get there, how to say no, when to change, what’s the problem, how to solve this, and what else?

Building authentic leadership joint session with Verity’s group. Associations with academic research, management & gender.
Dr. Verity Elston

Coaching group doctoral students & postdocs:
Focused on career choices within or beyond academia,
EPFL
Verity Elston PhD

Coaching Groups for PhDs and Postdocs
Over 15 years in research and support for career development
Design thinking
to learn, support, and grow
Knowing what’s right for you
And how you’ll get there

Verity Elston
beginning 12th May
## Coaching Groups 2023

<table>
<thead>
<tr>
<th>Coach</th>
<th>Dates</th>
<th>Where</th>
</tr>
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<tbody>
<tr>
<td>Dr. Sarah Shephard</td>
<td>21.04.2023&lt;br&gt;Other dates will be decided together with coachees</td>
<td>ETH Zurich</td>
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<tr>
<td>Sibyl Schädeli</td>
<td>10.05.2023, 13-17 (on campus)&lt;br&gt;01.06.2023, 13-17 (online)&lt;br&gt;13.06.2023, 13-17 (online)&lt;br&gt;21.08.2023, 13-17 (online)&lt;br&gt;19.09.2023, 13-17 (on campus)</td>
<td>ETH Zurich</td>
</tr>
<tr>
<td>Dr. Verity Elston</td>
<td>12.05.2023, 01.09.2023&lt;br&gt;Other dates will be decided together with coachees</td>
<td>EPFL</td>
</tr>
<tr>
<td>Ingrid Le Duc</td>
<td>24.05.2023&lt;br&gt;31.05.2023&lt;br&gt;23.08.2023&lt;br&gt;01.09.2023 (joint session with Verity’s group)&lt;br&gt;06.10.2023</td>
<td>EPFL</td>
</tr>
<tr>
<td>Dr. Monika Clausen</td>
<td>05.06.2023, 13-17&lt;br&gt;26.06.2023, 13-17&lt;br&gt;13.07.2023, 13-17&lt;br&gt;21.08.2023, 13-17&lt;br&gt;07.09.2023, 13-17</td>
<td>ETH Zurich</td>
</tr>
<tr>
<td>Trainer</td>
<td>Course title</td>
<td>Date(s)</td>
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<tr>
<td>Sibyl Schädeli</td>
<td>Done being nice! Increase your assertiveness in institutional power games!</td>
<td>20.04.2023, 9-17</td>
</tr>
<tr>
<td>Afí-Sika Kuzeawu</td>
<td>Design your future – Planning a fulfilling work and self-realisation experience</td>
<td>16.05.2023, 9-17&lt;br&gt;06.06.2023, 9-17</td>
</tr>
<tr>
<td>Dr. Monika Clausen</td>
<td>Self-Marketing skills – indispensable to boost your career</td>
<td>21.06.2023, 9-17&lt;br&gt;22.06.2023, 9-17</td>
</tr>
<tr>
<td>Dr. Lille Springall</td>
<td>Effective interviewing</td>
<td>26.06.2023, 9-17&lt;br&gt;27.06.2023, 9-17</td>
</tr>
<tr>
<td>Dr. Sarah Shephard</td>
<td>Career planning for scientists</td>
<td>13.09.2023, 9-17&lt;br&gt;20.09.2023, 9-17</td>
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<td>Susanne Matuschek</td>
<td>Successful networking</td>
<td>26.09.2023, 9-17</td>
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<tr>
<td>Magda Kern</td>
<td>Public speaking training</td>
<td>06.10.2023, 9-17</td>
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<tr>
<td>Sarah Blackford</td>
<td>Academic mobility and dual career planning</td>
<td>07.11.2023, 9-17</td>
</tr>
<tr>
<td>Prof. Jamie Gloor</td>
<td>(Un)conscious bias</td>
<td>22.11.2023, 9-17</td>
</tr>
</tbody>
</table>
Questions?

For those who are interested in establishing / joining a FLP Peer Mentoring group: Please stay after the official closing of the event

testimonials by current peers
Possibility to get in touch with others interested in peer mentoring: google doc

https://docs.google.com/spreadsheets/d/1iRXrUeyCPmta2FuNH8j4KAE16WfSlq9-1wM2TCC8h4s/edit#gid=2115036079