

heiTRACKS Mentoring Program for postdoctoral researchers: Dates 2024/2025

October 2024

Date & Location	Content
May, June, July	Applications possible until June 15, 2024
Juni - Juli	Personal interviews with the program managers
July - September	Matching phase
September – October	Introduction for mentors online, ca. 30 minutes, different dates available Input: Dr. Max Vetter, <i>program manager heiTRACKS Mentoring</i>
24.10.2024 17:00-19:30 Uhr, Senatssaal & Bel Etage in der Alten Universität	Opening ceremony and farewell with current and previous mentees and mentors Welcoming the new cohort and farewell to the finishing cohort, review on the previous mentoring year, outlook on the coming year, get together with reception in the university's <i>Bel Etage</i> <i>Participation for mentees is mandatory</i>
26.10.2024 9:00-16:30 Uhr, heiSKILLS Zentrum, Bergheimer Str 58A	Kickoff workshop for mentees Contents: Getting to know each other, role clarification, topics and goals for the mentoring, shaping the mentoring relationship, topics and collaboration in the program Moderated by: Dr. Max Vetter, <i>program manager heiTRACKS Mentoring</i> <i>Participation for mentees is mandatory</i>
3.12.2024 13:00-14:30 Uhr 12:00 Uhr lunch @ Triplex Mensa (we meet in front of the mensa)	Networking event #1: How do I get funded? Funding from EU, DFG, the German Federal Government and how the Heidelberg Research Service can support you At the first networking event, the Heidelberg Research Service will provide an overview of funding opportunities for research projects, various third-party funding bodies and programs as well as the services and advice available at Heidelberg University.

	<p>Before, we will get together with previous mentees for an informal lunch exchange.</p> <p>Input: PD Dr. Yvonne Pachmayer, Heidelberg Research Service</p>
January 2025 90 minutes	<p>Networking event #2: tbd (e.g., AI in science, networking & social media)</p>
7.2.2025 ca. 9:00-17:00	<p>Qualification workshop #1: Power and micro-politics in science</p> <p>Also at universities, various stakeholders pursue their own interests and goals. If you want to achieve, change, shape or take responsibility for something, you need to understand the interests behind the micro-political actions and which “games” are being played. At the same time, actors need to develop strategies on how to achieve their goals while taking into account the power and the “legitimate” and “illegitimate” interests of the other “players”.</p> <p>In this workshop, you will use examples from academia to practice understanding micropolitics, recognize your scope for action and limits and learn to assert yourself confidently in the field of micropolitics. The analytical tools and skills taught in the workshop are not only of great benefit for a career in science, but also help you to achieve your own goals in other professional and personal contexts.</p> <p>Moderated by Dr. Meike Zöger, <i>Lukas Bischof Hochschulberatung</i></p> <p><i>Please register until January 31</i></p>
April 2025 ca. 3 hours	<p>Interim review of the mentoring</p> <p>Contents: Comparison of goals and achievements, topics for the second half, best practice exchange</p> <p>Moderated by: Dr. Max Vetter, <i>program manager heiTRACKS Mentoring</i></p> <p><i>Participation for mentees is mandatory</i></p>
May 2025 90 minutes	<p>Thematische Netzwerkveranstaltung #3: Gewinnungsgespräche und Berufungsverhandlungen an der Universität Heidelberg – Einblicke, Austausch, Erfahrungen (auf Deutsch mit Fragen auf Englisch)</p> <p>Mit einem Impuls von: Heike Dollmann, <i>Leiterin der Abteilung Berufungsservice der Universität Heidelberg</i></p> <p>Im Rahmen dieser Netzwerkveranstaltung erhalten Sie einen Einblick in die Gespräche und Verhandlungen sowie Dos und Don'ts rund um das Thema Berufung aus Sicht des Berufungsservice (Dezernat Personal) der Universität Heidelberg. Nach einem kurzen Input ist Zeit für Ihre Fragen und den Austausch zu Ihren Erfahrungen.</p>

<p>May 2025 ca. 2 hours</p>	<p>Einführung in die Methode der kollegialen Beratung (auf Deutsch) <i>Zusatzangebot für Mentees, die die Methode erlernen und ausprobieren möchten</i></p> <p>Sie werden dabei unterstützt, eine Gruppe der kollegialen Beratung zu gründen. Die Methode der kollegialen Beratung ermöglicht es Ihnen, Praxisfälle mit Kolleg*innen systematisch zu reflektieren und Lösungen für den wissenschaftlichen Berufsalltag zu entwickeln.</p> <p>Die Einführung findet gemeinsam mit den Teilnehmenden des heiTRACKS Management-Programms „Auf dem Weg zur Professur“ statt.</p> <p>Leitung: Vera Rübiger, <i>Coaching for Leaders & Teams</i></p>
<p>June/July 2025 9:00-17:00</p>	<p>Qualification workshop #2: tbd (e.g. compatibility of family and work, networking, lateral leadership)</p>
<p>July 2025 ca. 2 Stunden</p>	<p>Networking event #4: tbd</p>
<p>September / October 2025 ca. 2 hours</p>	<p>Concluding workshop</p> <p>Contents: Review, taking stock, strategies for a continuing mentoring relationship, outlook, evaluation</p> <p>Moderated by: Dr. Max Vetter, <i>program manager heiTRACKS Mentoring</i></p> <p><i>Participation for mentees is mandatory</i></p>
<p>October 2025</p>	<p>Farewell and opening ceremony with current and new mentees and mentors</p> <p><i>Participation for mentees is mandatory</i></p>

We welcome all questions, ideas and suggestions under mentoring@uni-heidelberg.de.