



MENTORING – SUCCESSFUL HUMAN RESOURCES DEVELOPMENT FOR YOUNG FEMALE SCIENTISTS

for Doctoral Students

INFORMATION AND CONTACT

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www.uni-greifswald.de/mentoring



www.karrierewegementoring-rostock.de



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MENTORING-PROGRAMME

for female PhD Students



THE MENTORING INITIATIVE

Many women graduate with a doctoral degree from the universities of Greifswald and Rostock. If we compare this to the rest of the situation in Germany, it means a great potential of young female scientists. However, the proportion of women decreases with rising qualification levels: For female Post-Docs and particularly professors, University of Greifswald and University of Rostock lag behind the national average by a margin.

Both universities recognize the need for action and aim to increase the amount of women in leadership positions. Since mentoring programmes are successful gender equality tools of human resources development for young

female scientists, the universities promote excellent female PhD students with the mentoring initiative KarriereWegeMentoring on their way to a leadership position in science, economy, or society. Here doctoral students rigorously pursue the strategic realisation of their individual career plans and the setting up of professional networks.

The structured programme is supported by the federal state of Mecklenburg-Western Pomerania and the European Social Fund. The design and implementation abide by the quality standards of the Federal Association of Mentoring Programmes in Science, Forum Mentoring e.V.



THE PROGRAMME ELEMENTS

The Mentoring Relationship

Central element of the programme is the mentoring relationship between mentor and mentee. The programme supports mentees with the selection (the matching) and the establishment of the mentoring relationship, the so-called tandem. The most crucial aspects here are a non-hierarchical exchange of experiences with the mentor, stimuli for one's own career, the informal knowledge of the unwritten rules of the future fields of activity, and strategic contacts into the scientific community.

The Seminar Programme

The high-quality seminar programme is geared towards the specific career path of young female scientists, addresses the gender-specific structures of academia, and prepares purposefully

for future leadership and management duties through the following seminar topics:

- Career Planning
- Communication and Conflict Management
- Self-Marketing
- Strategic Network Analysis
- Human Resource Management
- Work-Life-Balance

The Networking Events

Mentees meet other young female scientists and invited guests to discuss career-relevant issues.



THE PEER MENTORING

With the help of collegial advice, mentees grapple with their personal goals and progress. An interdisciplinary exchange at the highest level and free of competition develops.