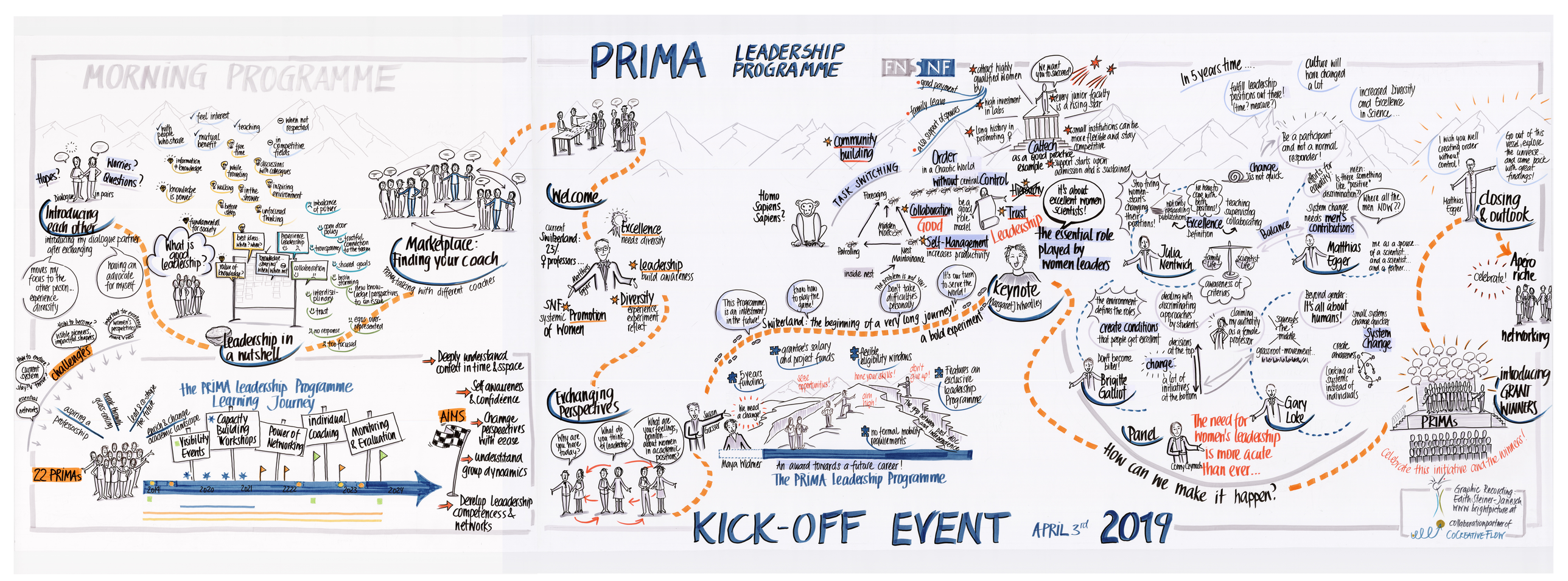

MORNING PROGRAMME
Hopes?
Worries?
Questions?
Dialogue
in pairs
Introducing each other
introducing my dialogue partner after exchanging
moves my focus to the other person... experience... diversity
having an advocate for myself
What is good leadership?
feel interest
teaching
when not respected
with people who share
mutual benefit
free time
in competitive fields
information + knowledge
while traveling
discussions with colleagues
knowledge is power
walking
in the shower
inspiring environment
before sleep
unfocused thinking
imbalance of power
fundamental for society
best ideas when?
experience Leadership
open door policy
knowledge sharing when/when not
collaboration
transparency
trustful connection to the team
shared goals
brain storming
interdisciplinary
new knowledge/perspectives to an issue
trust
no response
ego's over-represented
too focused
Leadership in a nutshell
Marketplace: Finding your coach
PRIMA-talking with different coaches
Challenges
how to become visible pioneers, impactful shapers
important for excellence: Women's perspectives shape Values
how to evolve? current system stays in time!
essential networks
aspiring a professorship
Leading through generations
Lead & co-shape the future
Enrich & change academic landscape
the PRIMA leadership Programme Learning Journey
Visibility Events
Capacity Building Workshops
Power of Networking
individual Coaching
Monitoring & Evaluation
22 PRIMAs
2019
2020
2021
2022
2023
2024
AIMS
Deeply understand context in time & space
Self awareness & confidence
Change perspectives with ease
understand group dynamics
Develop leadership competences & networks
PRIMA
LEADERSHIP PROGRAMME
FNS SNF
Welcome
current Switzerland: 23% ♀ professors...
Matthias Egger
SNF Systemic Promotion of Women
Excellence needs diversity
leadership build awareness
Diversity experience experiment reflect
Exchanging Perspectives
Why are you here today?
What do you think of Leadership?
What are your feelings, opinion about women in academic positions?
Susan
Grassel
Maya Widmer
Homo Sapiens Sapiens?
Community building
TASK SWITCHING
Foraging
Hidden Workers
Patrolling
Nest Maintenance
Order in a Chaotic World without central Control
Collaboration
Good
Self-Management increases productivity
be a good role model
Hierarchy
Trust
Leadership
inside nest
The problem is not You!
Don't take difficulties personally
It's our turn to serve the world!
Keynote
Margaret Wheatley
a bold experiment
Switzerland: the beginning of a very long journey!
This Programme is an investment in the future!
know how to play the game!
grantee's salary and project funds
5 years funding
Flexible eligibility windows
Features an exclusive Leadership Programme
seize opportunities!
hone your skills!
don't give up!
aim high!
We need a change!
The gap between past and future
no formal mobility requirements
An award towards a future career!
The PRIMA Leadership Programme
FNS SNF
attract highly qualified women by
good payment
family leave
also support of spouses
high investment in labs
long history in promoting ♀
We want you to succeed!
every junior faculty is a rising star
Caltech as a good practice example
small institutions can be more flexible and stay competitive
support starts upon admission and is sustained
It's about excellent women scientists!
the essential role played by women leaders
In 5 years time ....
fulfil leadership positions out there! (time? measure?)
Culture will have changed a lot
increased Diversity and Excellence in Science ...
Be a participant and not a normal responder!
Change is not quick
Stop fixing women - start changing their positions!
not only rewarding publications!
we have to cope with both positions!
Excellence Definition
Balance
teaching supervising collaborating
Julia Nentwich
family life
scientist life
awareness of criterias
efforts for equality!
men: Is there something like "positive" discrimination?
Where all the men NOW??
System change needs men's contributions
Matthias Egger
me as a spouse... of a scientist... and a scientist... and a partner...
the environment defines the roles
create conditions that people get excellent
dealing with discriminating approaches by students
claiming my authority as a female professor
squeezes the "middle"
grassroot-movement...
Beyond gender: It's all about humans!
small systems change quicker
System Change
create awareness
Looking at systems instead of individuals
Don't become bitter!
Brigitte Gatliff
change
decisions at the top
a lot of initiatives at the bottom
Gary Lake
Panel
Conny Gysmach
The need for women's leadership is more acute than ever...
How can we make it happen?
I wish you well creating order without control!
Go out of this vessel, explore the universe and come back with great findings!
Matthias Egger
closing & outlook
Celebrate!
Apéro riche
networking
PRIMAs
introducing GRANT WINNERS
Celebrate this initiative and the winners!
Graphic Recording: Edith Steiner-Jankech www.brightpicture.at
collaborationpartner of CoCreativeFlow
KICK-OFF EVENT
APRIL 3rd 2019