



K^P
Keller Partner

„Career Building and Gender Equality“ 2024/2025

Insights into an innovative on-the-job-training
for female academics located in 3 countries

Where we started our thinking



Career building and gender equality

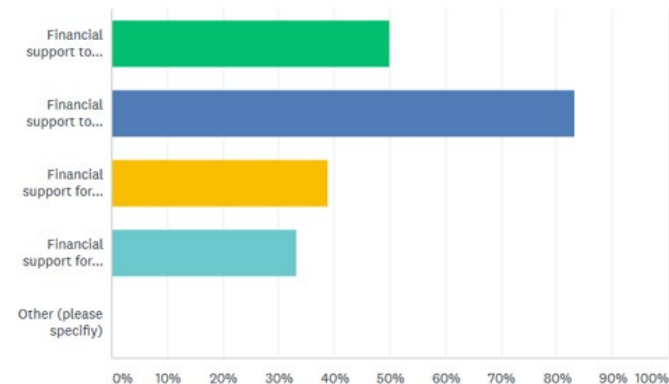
- Survey on gender equality measurements in 2021
- Highest demand for courses on soft-skills, management and advanced education

Topics:

- Self-presentation
- Communication
- Time management
- Career pathways

What kind of career development measures do you suggest for female members of our RU?

Beantwortet: 18 Übersprungen: 0



ANTWORTOPTIONEN	BEANTWORTUNGEN
Financial support to attend mentoring programs	50,00 % 9
Financial support to attend courses on soft-skills, management and advanced education	83,33 % 15
Financial support for individual coaching	38,89 % 7
Financial support for administration to coordinate gender equality measures	33,33 % 6
Other (please specify)	Beantwortungen 0,00 % 0
Befragte gesamt: 18	

With whom we collaborate

Prof. Dr. Pamela Luckau focuses on best behavior and the question of how exactly individuals can manage to align best behavior to values and beliefs.



- Professor of Communication and Coaching at SRH The Distance Learning University
- Broad psychological background: Certified as communication and behavioral trainer (artop Institute Berlin, GER), licensed as NLP trainer in Orlando, US
- Clients in science, business, politics and alike
- European Champion in Evaluative Speaking (Toastmasters International)
- Doctoral scholarship of German Research Foundation, Scholarship for gifted students of Konrad Adenauer Foundation

Drawing on the expertise of our collaborator

KellerPartner GmbH, Bonn (GER) based consultancy (www.keller-partner.de)



K^P stands for holistic development of people and organizations.



K^P methods and training courses are scientifically based from and for practice.



K^P works according to New Work approaches and attaches great importance to change management.



K^P is value sensitive and has extensive experience in various backgrounds.

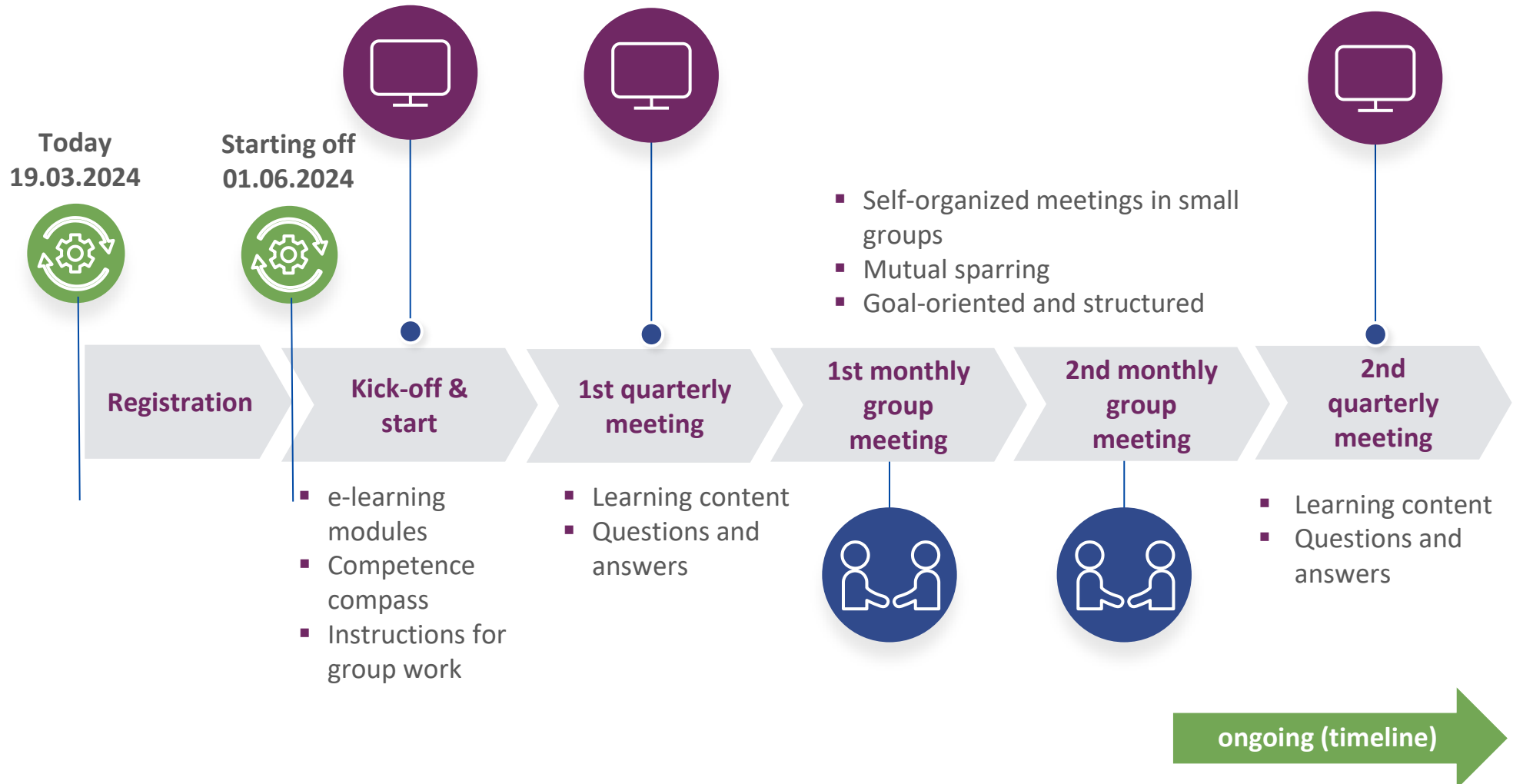


K^P brings customers further - methods are geared towards maximum practical impact and fun at the same time.



Aligning self-development with leadership

Self-directed learning is intertwined with collegial consultation and virtual group meetings while being connected with ongoing on-site-leadership.



Learning pathways in an over-time-perspective

Timeline



▲ = virtual meeting (all participants)

▲ = individual small group meetings

◆ = self-learning & check-ups

Zooming in our e-Learning Environment



Participants learn self-directed in their own pace and at their preferred time

„Understanding the laws of communication“



Immerse yourself in the world of communication theory in this e-learning module and develop your communication skills to prevent misunderstandings.

You will learn:

- What communication means and the important underlying assumptions.
- What forms of communication there are.
- How communication between two individuals works and what levels of interpretation there are.



Subject areas:

- Relevance in everyday work and management
- Background & definition
- Forms of communication
- Communication patterns & techniques



Learning duration: approx. 1 ½ hours

Zooming in our e-Learning Environment



Participants learn self-directed in their own pace and at their preferred time

„Shaping communication“



Good ideas are one thing, perception is another. Statements and charisma influence whether we are heard, understood and taken seriously. If you want to be successful, you need to be well positioned. Because communication is an essential part of your work in almost every area.

You will learn:

- Which factors determine your perception and that of other people.
- What you need to do to be "heard" by your counterpart.
- What exactly communication means in a leadership context.



Subject areas:

- Laws of perception
- Preparing content effectively
- Designing interactions



Learning duration: approx. 1 ½ hours