Entwicklung durch Vielfalt

Wenn Sie und Ihr Team nicht (mehr) darauf verzichten wollen, Ihre Arbeit mit mehr Kreativität, einer erweiterten, flexiblen Perspektive und befriedigender persönlicher und professioneller Entwicklung aller Teammitglieder anzugehen – dann sind Sie richtig bei Diversity@TUM.

Unsere Angebote geben Ihnen einen fundierten Überblick über den aktuellen Forschungsstand rund um das weite Themenfeld von Vielfalt und Chancengleichheit mit speziellem Fokus auf Forschung, Lehre, Transfer und Administration an der Universität.


Der erste Jahrgang von Diversity@TUM ist unseren (neuberufenen) Professor*innen sowie den Abteilungs- und Referatsleiter*innen unserer Verwaltung vorbehalten – und für alle Teilnehmenden kostenlos.

Growth through Diversity

Do not miss out on increasing creativity, enhanced performance through widened perspectives and satisfying personal as well as professional development for yourself and your team: do not hesitate to join Diversity@TUM. Our virtual workshops offer a well-grounded overview of up-to-date diversity research with a special focus of the university working spaces in science, teaching, technological transfer and administration.

We recommend Diversity Basics for a well-informed start into the topic, followed by brief impulse workshops with particular relevance for your current working situation. All our instructors are well established experts in their various fields and will provide ample opportunity to discuss and exchange ideas with your fellow peers.

The first year of Diversity@TUM is dedicated exclusively to department heads of our TUM adminstration as well as (newly appointed) professors. As part of TUM’s Strategy for Excellence all offered programs are free of charge.

Diversity@TUM workshops are outlined in blue and labelled D@T.
Complementary TUM programs are outlined in white.
19.05.2021 Diversity Basics (T1)

How multifaceted Teams best thrive at University

Prof. Dr. Isabell Welpe & Team
Diversity Basics: How multifaceted Teams best thrive at University

19.05.2021, 9:00 am - 12:00 noon

“Our Diversity of faiths and colours and creeds – that is not a threat to who we are. It makes us who we are.” Michelle Obama

Content

While innovations resulting from the STEM fields have touched nearly every aspect of human life, the lack of diversity in these fields has limited the ability to create innovation for everybody. Innovative teams must not miss out on the extra creativity and the broader problem-solving perspective that comes with diversity.

Your takeaways

• You can explain the importance of equal opportunities in the workspace based on up-to-date diversity research results.
• You can name concrete measures to foster diversity in your team
• You are able to discuss the potential of diversity to enhance your teams efficiency, perseverance and ability to adapt to challenging situations

Methods

Based on the TUM Diversity Code of Conduct you will gain an overview of research and good practice examples. Key aspects of (a lack of) diversity will be discussed in order to raise your awareness of how to best overcome a lack of diversity in your team.

Seminar date

T1: 19.05.2021, 9:00 am – 12:00 am

The instructor/s

Prof. Dr. Isabell Welpe & Team

Your contact

Dr. Annette Spiekermann

Registration

Please register by using the online registration form

19.05.2021 LGBT*IQ Awareness Workshop (DE)

Aljona Merk und Anja Quindeau
LGBT*IQ Awareness Workshop

19.05.2021, 1:00 - 2:00 pm

Infos und Anmeldung hier auf den Seiten der TUM Stabstelle Chancengleichheit.
Finding the best Talents

Employee Selection and Diversity
Finding the Best Talents: Employee Selection and Diversity

“Human communities depend upon a diversity of talent, not a singular conception of ability.” Sir Ken Robinson

18.06.2021, 11:00 am - 5:00 pm

Content
The university workplace reflects an increasingly diverse and global society. Science and research institutions in Germany are recruiting talents not only domestically but also globally. As such, it is central to the success of these science and research institutions to find and support the best talents. Regardless, the challenge remains: How to select personnel so that employees with diverse cultural, personal and professional backgrounds can work together effectively? In this workshop, we will communicate how universities can benefit from the latest research in diversity and multiculturalism in personnel and staff selection.

Your takeaways
- You receive a compact overview of the current scientific evidence on the success factors of recruitment, selection, and retention of talent.
- You understand the practical implementation of established selection and recruiting methods as it applies to your own examples.
- You know about best practice examples of recruitment and retention of diverse talents.

Methods
We will present the latest research results about recruiting, selecting, and engaging talent. We address questions, such as what makes your unit attractive to diverse talent, how to recruit and select the best employees for your unit and how you can create and maintain a productive work climate in a diverse team.

Seminar Date
18.06.2021, 11:00 am – 05:00 pm

The instructor
Prof. Dr. Brooke Gazdag

Your contact
Dr. Johanna Platter

Registration
This course is part of Faculty@TUM designed for professors of all levels of experience. Please register by using the online registration form.
Diversity Basics (T2)
How multifaceted Teams best thrive at University
Prof. Dr. Isabell Welpe & Team

Diversity Basics: How multifaceted Teams best thrive at University

"Our Diversity of faiths and colours and creeds – that is not a threat to who we are. It makes us who we are." Michelle Obama

Content
While innovations resulting from the STEM fields have touched nearly every aspect of human life, the lack of diversity in these fields has limited the ability to create innovation for everybody. Innovative teams must not miss out on the extra creativity and the broader problem-solving perspective that comes with diversity.

Your takeaways
- You can explain the importance of equal opportunities in the workspace based on up-to-date diversity research results.
- You can name concrete measures to foster diversity in your team
- You are able to discuss the potential of diversity to enhance your teams efficiency, perseverance and ability to adapt to challenging situations

Methods
Based on the TUM Diversity Code of Conduct you will gain an overview of research and good practice examples. Key aspects of (a lack of) diversity will be discussed in order to raise your awareness of how to best overcome a lack of diversity in your team.

Seminar date
T2: 07.07.2021, 9:00 am – 12:00 am

The instructor/s
Prof. Dr. Isabell Welpe & Team

Your contact
Dr. Annette Spiekermann

Registration
Please register by using the online registration form
Typical Female? Typical Male?

Unmasking the Myth of Cognitive Gender Differentiation

Prof. Dr. Isabell Welpe & Team

Typical Female? Typical Male?
Unmasking the myth of Cognitive Gender Differentiation

Content

Social care is typically female? Building blocks is typically male?

We will unmask gender cliches and stereotypes – and ask ourselves: Why are they so persistent in our society? What can we do to avoid tumbling into the „stereotype-trap“ and foster gender diversity at TUM?

Your takeaways

You will be up to date on cognitive gender research and use your understanding in order o unmask clichés and stereotypes wherever appropriate and necessary.

Methods

Marveling, smirking, maybe even backpedalling – a variety of possible reactions when you are being confronted with research on gender stereotypes. Exchange your ideas and experiences with your peers and develop strategies to avoid counterproductive attributions and clichés.

Seminar Date

14.10.2021, 9:00 am - 12:00 noon

The instructor/s

Prof. Dr. Isabell Welpe & Team

Your contact

Dr. Annette Spiekermann

Registration

Please fill in the registration form
Erfolgreich ohne auszubrennen

Coaching-Gruppe für Wissenschaftlerinnen

Dr. Dagmar Ruhwandl

Erfolgreich, ohne auszubrennen - Coaching-Gruppe für Wissenschaftlerinnen

Dieser Kurs ist nützlich für:

MINT-Wissenschaftlerinnen, die ihre Performance an der TUM optimieren und dabei gesund bleiben wollen.

Was Sie hier lernen können:

Nach dem Workshop sind die Teilnehmer*innen in der Lage,

• sich als in MINT-tätige Wissenschaftlerinnen besser zu verstehen, die eigene Arbeitsweise zu reflektieren und zu optimieren.
• die Herausforderungen in einem zahlenmäßig männlich dominierten Umfeld zu meistern ohne darin auszubrennen.
• das Potenzial von gegenseitiger Impulsgebung zu erkennen und zu nutzen.
• den selbststärkenden Rahmen eines Coachings zu nutzen.
• sich gegenseitig leichter konstruktives Feedback zu geben und mutiger in Gruppen zu agieren.

Welche Themen wir behandeln:

• Social Skills
• Burnoutprävention
• Gesunde Führung
• Persönlichkeitsentwicklung

Diese Methoden kommen zum Einsatz:

• Gruppen-Coaching
• Fallbesprechungen
• Kollegiale (Fall-)Beratung
• Strukturiertes und spontanes Feedback

Wo Sie weiterführende Infos finden:


Was Sie vorbereiten bzw. mitbringen sollten:

Bringen Sie Themen aus Ihrem Arbeitsalltag mit, die Sie aktuell beschäftigen.

Organisatorisches:
Zielgruppe: alle Mitarbeiter*innen der TUM
Kursgebühr: 30 €
Kursort: virtuell

Kontakt
Dr. Annette Spiekermann

Registration
Please fill in the registration form (to follow soon)
27.10.2021

Lost in Translation...?

Dealing with resistance, ignorance, challenging situations and authentic appreciation

Dr. Duygu Brandstetter
Lost in Translation...?

"Der Geist einer Sprache offenbart sich am deutlichsten in ihren unübersetzbaren Worten" Marie von Ebner-Eschenbach

Content

Have you ever seen a *yakamoz* or have you ever felt like *mbuki-mvuki*?*

We can only achieve effective communication in a diverse workplace if we know about the cultural & language barriers and chances. In our course we will mentally walk in someone else’s shoes and take on their different perspectives.

Your takeaways

- You will get a feeling for the communicative change of perspective
- You will become aware of hidden barriers as well as invisible opportunities to be gained from immersing yourself into a foreign culture and language

Methods

Participants will have ample opportunities to explore, experiment, discuss and evaluate the various fields of intercultural communication.

The language of our online workshop is flexible. If you like, alternately in English and German (and perhaps Turkish).

Seminar Date

27.10.2021, 3:00 pm - 5:00 pm

The instructor/s

Dr. Duygu Brandstetter

Your contact

Dr. Annette Spiekermann

Registration

Please fill in the registration form
## Typical Female? Typical Male?

**Unmasking the Myth of Cognitive Gender Differentiation**

**Prof. Dr. Isabell Welpe & Team**

**Typical Female? Typical Male?**

**Unmasking the Myth of Cognitive Gender Differentiation**

### Content

Social care is typically female? Building blocks is typically male?

We will unmask gender cliches and stereotypes — and ask ourselves: Why are they so persistent in our society? What can we do to avoid tumbling into the „stereotype-trap“ and foster gender diversity at TUM?

### Your takeaways

You will be up to date on cognitive gender research and use your understanding in order to unmask clichés and stereotypes wherever appropriate and necessary.

### Methods

Marveling, smirking, maybe even backpedalling — a variety of possible reactions when you are being confronted with research on gender stereotypes. Exchange your ideas and experiences with your peers and develop strategies to avoid counterproductive attributions and clichés.

### Seminar Date

28.10.2021, 9:00 am - 12:00 noon

### The instructor/s

Prof. Dr. Isabell Welpe & Team

### Your contact

Dr. Annette Spiekermann

### Registration

Please fill in the [registration form](#)
How to choose Diversity? - Finding the best Talents with a special focus on Diversity issues

Regina Dutz

How to choose Diversity - Finding the best Talents with special focus on diversity issues

**Content**

Diversity can foster team flexibility, creativity, and innovativeness. This workshop focuses on a systematic personnel selection process, which lays the foundation for diversity and equal opportunities in research and administration.

**Your Takeaway**

Evidence-based best practice examples and tools for a fair and diversity-oriented personnel selection process, to recruit the best talents for your team and the TUM.

**Method**

You will learn more about the different steps of a systematic personnel selection process, and will practice tools for a fair and diversity-oriented personnel selection. You will discuss their implementation based on own examples and exchange ideas with other participants.

**The Instructor**

Regina Dutz

**Your contact**

Dr. Annette Spiekermann

**Registration**

Please fill in the registration form
Der Kurs ist nützlich für:

Weibliche (Nachwuchs-) Führungskräfte, die sich intensiv mit ihrem Führungsverhalten auseinander setzen und konstruktives Feedback trainieren wollen. Das Training legt dabei einen Schwerpunkt auf das Thema „Frauen in Führung“.

Was Sie hier lernen können:

Nach dem Workshop sind die Teilnehmerinnen in der Lage,:

• ein ausführliches persönliches Führungsprofil zu erstellen und ihre persönlichen Werte in die Leitungsarbeit einzubauen.
• ihre soziale Intelligenz als Schlüsselkompetenz bei ihren Führungsaufgaben aktiver einzusetzen.
• die Notwendigkeit, empathisch und authentisch zu führen zu erkennen.

Nach den ersten beiden Kurstagen haben Sie die Gelegenheit, das Gelernte in Ihrem Alltag zu erproben; beim abschließenden Transfertag tauschen wir unsere Erfahrungen aus, sammeln besonders erfolgreiche Strategien und finden Lösungen für ggf. auftretende Probleme.

Welche Themen wir behandeln:

• "Frauenquote", "Geschlechterquote", "Frauenförderung" – mehr Durchblick im Begriffswortdschungel
• Reflexion der eigenen Wirkung
• „Mein Rollenverständnis und meine Rollenbilder“: Ihr Rückblick nach vorn
• Ihr Kommunikationsstil und Ihre persönlichen Stärken
• Der Zusammenhang zwischen Organisationserfolg und Anteil der weiblichen Führungskräfte
• Was passiert, wenn nichts passiert? – Führung und Konsequenzen

Diese Methoden kommen zum Einsatz:

• Impulsvorträge
• Plenumsdebatte
• Einzel- und Gruppenarbeit
• Portfolioarbeit
• Fallbesprechungen
• Soziometrie
• Problemlöseaufgaben

Zielgruppe: Mitarbeiter*innen mit Projekt-/Führungsverantwortung
Kursgebühr: 75 € (2 Kurstage plus Transfertag)

Termine

16.12.2021, 9:00 bis 17:00 Uhr
17.12.2021, 9:00 bis 17:00 Uhr
12.01.2022, 9:00 bis 13:00 Uhr (Transfertag)

Ihre Referentin

Dr. Duygu Brandstetter

Your contact

Dr. Annette Spiekermann

Registration

Please fill in the registration form (to follow soon)
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>17.01.2022</td>
<td>The 'normal' Student?!</td>
</tr>
<tr>
<td></td>
<td>A creative Approach to Diversity in Teaching and Learning</td>
</tr>
<tr>
<td></td>
<td>Dr. Andreas Fleischmann</td>
</tr>
<tr>
<td></td>
<td>The 'normal' Student</td>
</tr>
<tr>
<td><strong>Content</strong></td>
<td>Is there anything like „a normal or standard student“? Diversity in</td>
</tr>
<tr>
<td></td>
<td>the lecture hall – who, what, why? How to best deal with it? And:</td>
</tr>
<tr>
<td></td>
<td>does it affect my teaching, may I even use it in a beneficial way?</td>
</tr>
<tr>
<td><strong>Your takeaways</strong></td>
<td>You will deepen your focus on your students' potentials and needs.</td>
</tr>
<tr>
<td></td>
<td>A variety of tools and handouts will provide you with strategies in</td>
</tr>
<tr>
<td></td>
<td>order to better use diversity in your teaching (and your students'</td>
</tr>
<tr>
<td></td>
<td>learning).</td>
</tr>
<tr>
<td><strong>Methods</strong></td>
<td>You will gain an overview of up-to-date research on diversity in study</td>
</tr>
<tr>
<td></td>
<td>and teaching. You will try out tools to foster diversity in your</td>
</tr>
<tr>
<td></td>
<td>lectures/seminars and to handle challenges due to „not-standardized“</td>
</tr>
<tr>
<td></td>
<td>students. By exchanging ideas with your peers you may broaden your</td>
</tr>
<tr>
<td></td>
<td>strategic portfolio to best embrace diversity while teaching at</td>
</tr>
<tr>
<td></td>
<td>university.</td>
</tr>
<tr>
<td><strong>Seminar Date</strong></td>
<td>17.01.2022, 3:00 pm - 5:00 pm</td>
</tr>
<tr>
<td><strong>The instructor</strong></td>
<td>Dr. Andreas Fleischmann</td>
</tr>
<tr>
<td><strong>Your contact</strong></td>
<td>Dr. Annette Spiekermann</td>
</tr>
<tr>
<td><strong>Registration</strong></td>
<td>Please fill in the registration form</td>
</tr>
</tbody>
</table>
Lost in Translation...?
Dealing with resistance, ignorance, challenging situations and authentic appreciation

Dr. Duygu Brandstetter
Lost in Translation...?

"Der Geist einer Sprache offenbart sich am deutlichsten in ihren unübersetzbaren Worten" Marie von Ebner-Eschenbach

Content

Have you ever seen a yakamoz* or have you ever felt like mbuki-mvuki**?

We can only achieve effective communication in a diverse workplace if we know about the cultural & language barriers and chances. In our course we will mentally walk in someone else’s shoes and take on their different perspectives.

Your takeaways

• You will get a feeling for the communicative change of perspective
• You will become aware of hidden barriers as well as invisible opportunities to be gained from immersing yourself into a foreign culture and language

Methods

Participants will have ample opportunities to explore, experiment, discuss and evaluate the various fields of intercultural communication.

The language of our online workshop is flexible. If you like, alternately in English and German (and perhaps Turkish).

Seminar Date
23.02.2022, 3:00 pm - 5:00 pm

The instructor/s
Dr. Duygu Brandstetter

Your contact
Dr. Annette Spiekermann

Registration
Please fill in the registration form

We recommend: online Course on Unconscious Bias from Imperial College London