

“Empowering Women”

Seminar for M&B doctoral students
8-9 January 2013
Luisenstraße 56, 10117 Berlin

Trainers

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Goal

Make women doctoral students aware of the many building blocks of the glass ceiling which are potential (gender-based) barriers to their future career success in science and business. Participants will also learn how to successfully apply best practices to overcome and reduce the impact of those barriers, how to increase their ability to self-reflect and how to better deal with conflicts.

Description

They are invisible and hard to break down: glass ceilings – gender based barriers for women on their way to top careers. The share of highly qualified women in top positions in science and business are both under proportionally low, caused by those barriers. The higher a rank, the lesser women can be found in comparable positions.

The Women Empowerment Training aims to create awareness for the existence of glass ceilings providing facts and figures from various fields of research since most women encounter these barriers only at later stages of their personal and professional life and many young women believe that these barriers no longer are of much relevance. However, not being aware of these barriers increases their negative impact on women's careers.

Building blocks of glass ceilings are part of ourselves, our colleagues and supervisors, of working culture, politics and law-making, stereotypes in society, marketing, media and education. Participants will learn how to recognize the various barriers for women pursuing careers in the first part of the training whereas in its second part, they will learn with strong focus on practice how to encounter those barriers to minimize their negative impact.

Throughout the training, experiences of participants will be discussed and analysed in case studies as well as in role plays. There will be time for self reflection on various aspects of glass ceilings and individual feedback. The training will also cover dealing with harassment and conflicts.

The training will address the following aspects of glass ceilings:

- Impact of work environment, and society
- Stereotypes in media and marketing
- Stereotypes in leadership styles
- Differences in communications styles and affects of communications style stereotyping
- Segregation in choice of profession, task allocation, industries, roles in business and private life
- Differences in self awareness and self marketing
- Differences in risk taking
- Differences in negotiations (on both sides)
- Networking – general relevance and gender impact, online and offline networking

The training will be delivered by experts of fempower.me which both combine theory and practice, have a vast range of experience as women in management, researcher, and trainer. They apply proven concepts and methodologies.

Anke Domscheit-Berg, 44, is founder and director of fempower.me, a consulting and training business helping women managers and their organisations to break down barriers for women in leadership positions. Prior to this, she had been working for 15 years as IT consultant and project lead at Accenture, McKinsey's Business Technology Office and as a Director at Microsoft Germany. At McKinsey, she lead the study "A wake up call for female leadership in Europe" and contributed to the study "Women Matter". She is a recognized speaker and author on gender equality, open government and freedom of the internet. Anke Domscheit-Berg was awarded the Women of the Year 2010 award by the State of Berlin. Together with her husband, transparency activist Daniel Domscheit-Berg, and her 12-year old son, she lives near Berlin.

Andrea Weber, 42, is a consultant and trainer at the eitco GmbH (European IT Consultancy) based in Bonn. Former, she has been working in the Information Management Department of the PSI AG (Products and Systems of Information Technology) based in Berlin and the Institute for Organisational Communication in Bensheim / Berlin. She is founder and director of AndreaWeberConsult, a consulting business which offers training and advice in the field of communication, facilitation and IT-project-management for industrial and public sectors clients. Since 2000, Andrea Weber has been a member of the European Women's Management Development Network (EWMD). She was elected as member of the regional board of EWMD in Berlin/Brandenburg. As a board representative she initiated and further assists several "Powerteams", a group coaching program, for women in the regions Berlin/Brandenburg and Rhein/Ruhr. Andrea Weber is the mother of Lasse (7) and Joost (5) and lives in Cologne with her family.