

LMU

LUDWIG-
MAXIMILIANS-
UNIVERSITÄT
MÜNCHEN

CENTER FOR LEADERSHIP AND PEOPLE MANAGEMENT



Research,
Training, and
Consulting



Leading with Excellence.
Leading in Research.

www.peoplemanagement.lmu.de



LEADING WITH EXCELLENCE

Leadership and Collaboration in Academia

PREFACE

Alongside the ability to generate novel ideas and acquire scientific findings, excellent academic work also requires a sensitivity to bringing people together. For this reason, not only professional skills but also 'soft skills' are becoming increasingly important for a successful and progressive academic career.

Setting high standards in both the quality and innovation of work (research and teaching) and then conveying those expectations to your own personnel is what it means to **lead with excellence**. At the same time, leading with excellence implies striving for fair and appreciative treatment of people as well as considering the employees' needs: longings for appreciation, fairness, trust, purpose, and comprehensive and honest communication.

At its core, the LMU Center for Leadership and People Management advocates three cultures: a **culture of excellence**, a **culture of fairness and appreciation**, and a **culture of ethics-oriented leadership and collaboration**. As part of a comprehensive personnel development program that is specially tailored to the needs of scientists, the Center supports the Ludwig-Maximilians-Universität München in establishing a professional culture of leadership and collaboration. In addition to practical seminars on the topics of self-, leadership- and teaching-competence, the Center also offers individualized measures such as leadership style analyses, coaching, and chair-specific workshops.

LEADING IN RESEARCH

**Systematic development measures
for promoting outstanding research
and teaching**

We look forward to welcoming you to the personnel development options of the LMU Center for Leadership and People Management. If you have any questions or suggestions, please feel free to contact us at any time.



Prof. Dr. Dieter Frey
Management



Dr. Melissa Hehnen
Deputy Management



Dr. Angela Kuonath
Deputy Management



VISION AND GOALS

of the LMU Center for Leadership and People Management

The Center's vision is to cultivate a culture of leadership and collaboration at LMU Munich, characterized by excellence in the areas of **performance**, **innovation**, and **appreciation** for each individual.

This is to be achieved through targeted training and sensitization in the areas of **leadership**, **collaboration**, **communication**, **health**, **values** as well as **leadership and motivation in the teaching and learning process**. Our offer is aimed in particular at professors and scientists with a doctorate degree. In addition, we offer doctoral students a seminar program geared to the needs of young scientists.



RESEARCH

Combining theory and practice

The close link between theory and practice is evident in the deliberate incorporation of current research findings into the seminar and workshop curriculum. Simultaneously, we gain new momentum and ideas for practice-relevant research from our everyday training and consulting activities.



Current research focus:

- ▶ Leadership
- ▶ Sustainable personnel development
- ▶ Healthy Living
- ▶ Fostering innovation and outstanding achievements in academia and in practice

Another research focus is the ongoing **evaluation** of our offer. A carefully designed, systemic assessment procedure with several measurement times ensures the continuous quality assurance and optimization of our program. Additionally, we acquire scientific knowledge on the effectiveness of training designs and methods of ensuring knowledge transfer.

Moreover, the Center for Leadership and People Management is dedicated to researching the interaction between humans and artificial intelligence in the context of work and health in a project funded by the Volkswagen Foundation.

THE CONCEPT

Use our training and development services to improve leadership, collaboration, teaching, and communication.



Alignment with the strategic goals of the LMU

The strategic orientation of the Center for Leadership and People Management is based on **LMU's strategic goals**:

- ▶ Academic excellence
- ▶ Promotion of young scientists
- ▶ Interdisciplinarity
- ▶ Internationality and diversity
- ▶ Equality

Components of the personnel development program for professors, post docs, and doctoral candidates

Based on the academics' requirements

Depending on the stage of the scientific career, our program offers **various events specifically tailored to this target group**. The training formats are flexible and are continuously adapted to the individual contextual conditions, among other things by:

- ▶ Consideration of target group relevant trends
- ▶ Participant-oriented, flexible training formats
- ▶ Seminar evaluations by participants during the semester
- ▶ Continuous demand orientation

Scientific foundation of our offering

Due to their methodology and scientific, evidence-based foundation, each personnel development measure provided at the Center represent an unique offer. All employees and internal trainers are obliged to complete their doctorate and/or habilitate.



OUR SERVICES

Regular seminar program

Each semester, the Center for Leadership and People Management offers about **40 diverse seminars and events especially for LMU scientists**. When conveying out content, we rely on intensive training in small groups, lectures, individual coaching and the exchange of experiences between our participants. Our offer also includes **digital seminars** that enable location-independent participation.



If interested, it is possible for postdoctoral researchers to combine several courses on a **curriculum of self-, leadership- and teaching-competence** and to complete them with an overall certificate.

The seminar program is updated each semester with all detailed information on our homepage at: **www.peoplemanagement.lmu.de**



Individual services

The LMU Center for Leadership and People Management also offers **individualized personnel development measures**, such as chair-internal seminars or tailored advice for chairs and research institutions.

For academics with leadership responsibility, we are able to create a **personal leadership profile**, which focuses on strengthening leadership skills and improving the ability to work in teams.

Individual or group coaching is also possible. This paid service is aimed specifically at academics looking for timely support with challenging situations in their role as a leader, or those seeking help with challenging working relationships or career phases.

For all measures, the Center's team collaborates with experienced external trainers, consultants and coaches.

INFORMATION AND REGISTRATION

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