

LMU

LUDWIG-
MAXIMILIANS-
UNIVERSITÄT
MÜNCHEN

CENTER FOR LEADERSHIP AND PEOPLE MANAGEMENT

Research, training and
consulting institute of the
Ludwig Maximilians University
Munich



Leading with Excellence.
Leading in Research.

www.peoplemanagement.lmu.de



LEADING WITH EXCELLENCE

Leadership and Collaboration in Academia

PREFACE

Alongside the ability to come up with new ideas and acquire scientific findings, excellent academic work also requires a feel for bringing people together. That's why 'soft skills' are becoming just as important as technical skills for a successful and progressive academic career.

Promoting outstanding research through excellent employee management is one of the central ideas in the institutional strategy of the Ludwig Maximilians University Munich.

Excellent management in this sense means two things: On the one hand, striving for high standards in research and teaching, and making staff aware of these standards. On the other hand, it means showing appreciation for people and treating them fairly. Both of these factors are prerequisites for academic excellence, interdisciplinarity, internationality and long-term success.

In the form of a comprehensive employee development programme tailored to the specific requirements of the academics, the LMU Center for Leadership and People Management helps the LMU to establish a professional structure for management and collaboration. In addition to practice-oriented seminars on the topics of personal, leadership and teaching skills, the Center also offers tailored measures, such as management style analysis, coaching and faculty-specific workshops.

LEADING IN RESEARCH

Systematic development measures
for promoting outstanding research
and teaching

We look forward to welcoming you in 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
Overall responsibility



PD Dr. Silke Weisweiler
Management



VISION AND GOALS

of the LMU Center for Leadership and People Management

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

This will be achieved with specific training and awareness measures in the areas of management, collaboration, teaching and communication. Our services are aimed primarily at professors and post-doctoral academics. For PhD students, we also offer a seminar programme tailored to the needs of young academics.



RESEARCH

Combining theory and practice

The close link between theory and practice can be seen in the purposeful incorporation of current research findings into the seminar and workshop content. At the same time, we gain new momentum and ideas for practice-relevant research from our everyday training and consulting activities.



Current research focus:

- ▶ Management
- ▶ Ongoing personnel development
- ▶ Training transfer
- ▶ Work-life balance and time management
- ▶ Promotion of innovation and outstanding achievements in academia and industry.

The research also focuses on the evaluation of our services. A specially developed, systematic evaluation procedure with various assessment points safeguards the quality of the programme and enables us to improve it continuously. We also gain scientific insights into the effectiveness of the training content and the knowledge transfer methods.

THE CONCEPT

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



LMU's Strategic Future

- ▶ Academic excellence
- ▶ Promotion of young scientists

Components of our personnel development programme for Professors, Post docs and Doctoral Candidates

Based on the academics' requirements

- ▶ Continuously adapted to demand
- ▶ Participant-oriented, flexible training formats
- ▶ Consideration of target group-relevant issues and trends

Sound scientific basis

- ▶ Validated course concepts
- ▶ Training content transferable into practice
- ▶ Sound accompanying research on key topics
- ▶ Highly qualified trainers and coaches
- ▶ Multi-stage evaluation of our services



▶ Interdisciplinarity

▶ Internationality

▶ Equality

OUR SERVICES

Regular seminar programme

Since opening in 2007, the LMU Center for Leadership and People Management has continuously expanded its range of services. The comprehensive seminar programme, which is offered across various faculties each semester, has been a key component from the beginning.

Participants can enhance the basic programme by adding more specialised modules from the areas of personal, leadership and teaching skills.



Post-doctoral academics can combine several courses into one curriculum for personal, leadership and teaching skills, resulting in a **combined certificate upon completion**.

The seminar programme is updated each semester. More information about the programme can be found on our website under: www.peoplemanagement.lmu.de



Individual services

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

For academics with managerial responsibility, we can create a personal management profile, which focuses on developing management 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 manager, or those seeking help with complicated working relationships or career phases.

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

LEHRE@LMU

In the 2012/2013 winter semester, the LMU Center for Leadership and People Management was expanded with two further projects as part of the “Lehre@LMU” teaching quality pact:

MULTIPLICATOR PROJECT

Generating enthusiasm for teaching. Teaching competently.

Each year, dedicated teachers from all LMU faculties are trained as good teaching multipliers in the areas of management, motivation and teaching/consulting skills by the LMU Center for Leadership and People Management together with its partners PROFiL/ ProfiLehre Plus and the Virtual University LMU. These multipliers support the development of teaching within their faculties, advise their colleagues on good teaching practices, and conduct individual teaching-related projects. More information at:

www.multiplikatoren-projekt.peoplemanagement.lmu.de

PEER-TO-PEER-MENTORING PROJECT

Mentoring programme to support new students

P2P mentoring aims to make it easier for new students, as well as those making the transition from Bachelor's to Master's, to find their feet when joining LMU Munich. After attending a structured mentoring course, senior students provide the new students with support in the first two semesters and share their own experiences. More information at: www.lmu.de/p2pmentoring

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung

Joint federal and state programme for better study conditions and more quality in teaching.

This project is being supported with funds from the Federal Ministry of Education and Research, under the funding code 01PL12016. The author is responsible for the content of this publication.

INFORMATION AND REGISTRATION

Tatjana Sonderwald

Phone: +49 (0) 89/21 80-9773

Fax: +49 (0) 89/21 80-1 65 28

E-Mail: peoplemanagement@psy.lmu.de

Homepage: www.peoplemanagement.lmu.de

Postal address:

Ludwig-Maximilians-Universität München

LMU Center for Leadership and

People Management

Geschwister-Scholl-Platz 1

80539 München

Office address:

Giselastr. 10 (3rd floor)

80802 München

MANAGEMENT

Prof. Dr. Dieter Frey

PD Dr. Silke Weisweiler

Faculty of Psychology and Pedagogics

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