

Virtual training:

“Diversity-Conscious Competences & Communication for Academic Leadership“ for Postdocs, March 16 and 23,2021

Day 1:

- Your questions and intercultural & diversity-related experiences in academic settings
- Diversity and Perception:
 - Intercultural and diversity-sensitivity and our “Diversity Glasses”
 - Cultural imprints and unconscious bias; 4 dimensions of diversity
- Critical Incident: multilayered aspects of diversity in academic leadership settings
- Key cultural dimensions and intercultural Competences in academic contexts:
 - Individualism vs. collectivism; authority orientation
 - Factual vs. relation-focussed orientation
- Leadership of diverse, international teams:
 - What makes a good leader? – personal and organizational expectations
 - Academia / the Sciences: international system of competition & cooperation
- Diversity & Intercultural Competences (Deardorff)

“Home-work”: Being a diversity-conscious and competent leader

Day 2:

- Your assignment from Day 1 (reflection of homework)
- Critical Incident: continued analysis and work on exemplary case from Day 1
- Intercultural and diversity-conscious Communication:
 - Indirect & direct (non)verbal communication
 - 4-SI-Model of diversity-conscious communication on the basis of:
 - ❖ 4 sides of communication & its application (Schulz v. Thun; Benien)
 - ❖ Non-violent communication (Rosenberg)
- Practice of diversity-conscious, non-violent communication in academia & the lab
- Being a diversity-conscious and competent communicator and leader

Learn more about the trainer Imke Lode (Website is only in German):

<https://lindengruen.de/dr-imke-lode/>