

## Digital workshop „*Rules of the game in academia*“

(1 x 6 or 2 x 3 hours on 2 subsequent days)

In a changeable organizational environment with often diffuse or contradictory requirements, 'hidden agendas' and a micropolitical 'culture of negotiation' thrive. Here implicit values and norms are conveyed - often unconsciously – and reflected in power relations, in strategic actions and thus also in selection processes.

On the path to a scientific career, knowledge must be acquired that is not explicitly communicated anywhere and for which there are no sources to be looked up. Exclusion mechanisms are often subliminal. Understanding decision making in the systemic and organizational context and the unwritten rules of micropolitical action can promote one's own strategic competence – also under the aspect of diversity.

### Goals

This event raises awareness of implicit norms and values, micro-political games and 'hidden agendas' in science. The participants are given the opportunity to reflect on their own resources for 'playing along' effectively.

### Participants / target group

Researchers at the beginning of their academic career.

A maximum of 12 people can participate.

### Methods

The workshop is practice-oriented and designed to be participatory.

In order to get in the mood for the topic, participants are invited to engage in a reflection exercise as part of the initial invitation. Between the two sessions an exercise can be worked on, which helps to deepen what has been learned previously.

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The following methods are used:

- brief introductions to concepts and practical examples
- guided reflection and discussion
- individual work and small group work (breakout sessions)
- work on own examples or case studies
- facilitation of an exchange of experiences
- if suitable, (collegial) counselling as a practical exercise.

The video conference systems ZOOM or BigBlueButton can be used. GoogleDocs and, if necessary, a virtual whiteboard (Miro) are used for collaborative exercises. The participants receive introductions to these tools in advance.

### About the trainer

Veronika Fuest is a certified consultant (systemic transactional analysis) and trainer with multidisciplinary academic qualifications. Her professional experience includes leading roles in collaborative research projects at various scientific institutions, various assignments in science management (project coordination, consultancy, management of ombudsman affairs, internal process moderation) and actor and institutional analyses in science organizations. Furthermore, academic teaching and activities as an expert for the BMBF, DFG and Volkswagen Foundation.

