

## AGILE WORK IN SCIENCE - The future of work in science?

### Dates

**September 6, 13:30 -16:30** (online)

**September 12, 9:30- 17:30** (on-site at ZMT in Bremen)

**September 27, 9:30 - 12:30** (online)

### Course Description.

The aim of the training series 'Agile Work in Science' is to show scientists in early career stages creative and agile working methods that are state-of-the-art outside of science and would also be valuable and useful in science. In doing so, we will cover the corresponding mindsets of "agile work", "new work" or "inner work" as well as concrete methods and approaches that the participants can transfer to their work reality.

What you can get out of this course

- An overview on central principles of "new work", e.g. and a better understanding of the ideas behind these buzzwords. You can reflect how these ideas could be transferred into your own work in academia.
- You have experienced "Design Thinking" as a method for creative work and reflected in how far it could be used for your working tasks in academia.
- You will learn how meetings can be designed to be efficient and worthwhile for everybody attending based on the "new work"-mindset. This also includes learning different procedures on how fair decisions can be made in the team or in the research group.

The courses will be characterized by a balance between theoretical impulses, actively trying out what you have learned, networking among participants as well as self-reflection and discussion.

We are working together with two professional coaches from [INNOKI](#), a berlin-based Innovation consultancy. Both have lots of experience with "New Work" and also the science sector.

### **1. MODULE NEW WORK**

// 3h // online - **September 6, 13:30 -16:30**

In this training we will discuss and deepen three essential principles of the New Work approach: i) self-organization, ii) holism and iii) evolutionary purpose. The content is specially adapted for the scientific context. We show 5 pillars of implementation and offer space to think through and derive the transfer into your own everyday work.

### **2. MODULE DESIGN THINKING**

// 1 day // on-site at ZMT - **September 12, 9:30- 17:30**

After a brief introduction into agility and the design thinking approach, the participants go through the entire design thinking process using a pre-defined. The participants will directly experience how useful the separation of 'problem vs. solution space' is, how structured and quickly creative ideas are developed and how profitable teamwork can be.

### 3. MODULE MEETINGS & DECISION-MAKING-PROCESSES

// 3h // online **September 27,09:30- 12:30**

In this module we show how meetings can be designed to be efficient and worthwhile for everybody attending. This also includes learning different procedures on how fair decisions can be made in the team or in the research group.

## COACH PROFILES

We are working together with [INNOKI](#), a berlin-based Innovation consultancy. Julia Rummel, PhD and Lea Feldhaus will conduct the courses with us.

### JULIA RUMMEL, Ph.D.



Julia Rummel is a trained design thinker, certified systemic personal & business coach and team developer as well as a trained neuroscientist. What connects all the topics with each other and with her? People are always the focus of her work. Consistent user focus is not only important to her in the development of products and services, but also in internal company processes towards employees. Julia moderates team-based change processes (e.g. City of Hamburg), management development (e.g. Daimler AG) and works a lot and enjoys working with international scientists (e.g. Charité – Universitätsklinikum Berlin)

### LEA FELDHAUS



As a trained psychologist, UX expert and design thinker, Lea Feldhaus moderates cross- departmental, team-based innovation and change processes (e.g. at GIZ, Daimler AG, the city of Hamburg, KfW). With her work, she wants to enable teams to work together more effectively towards a common goal, to develop a better understanding of the perspective of their users and to maintain this in cooperation. She also loves visualizations, is co-author of the book "Design Thinking and School" and systemic consultant in training (SG).

Some of our clients: Senatsverwaltung Hamburg, Staatsministerium Baden-Württemberg, Evangelische Bank, Caritas, Charité – Universitätsmedizin Berlin, Einstein Center for Neurosciences, Hopp Foundation, Daimler AG, Sartorius, Falling Walls Foundation, KfW, Quartiermeister, Max-Planck-Institut, Datev, Conpolicy, Berlin Partner, Sparkasse and many more.