

Career-Building Programme Insights

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The Career-Building Programme

The Career Building Programme prepares scholarship holders for future leadership roles in business and/or science in addition to their studies. Successful graduates can quickly take on leadership responsibilities after their career entry thanks to the acquired skills.

The programme imparts skills that are required to work on new complex tasks and problems as well as to independently manage processes in a scientific subject or in a strategy-oriented professional field. The programme provides interdisciplinary qualifications and methodological skills to complement STEM university curriculums. Thus, the scholarship holders learn comprehensive methodological knowledge in the areas of self-management and project management, as well as goal and solution-oriented thinking and behaviour.

What Femtec offers you:

- intensive career training courses in English that help you shape your talents
- inspiring discussions about career-relevant topics
- exclusive contacts to exciting companies, universities and research institutes

Content and implementation

The Career Building Programme is designed for one year and starts twice a year during the lecture-free period of the summer and winter semesters in Germany. 50 scholarship holders are accepted per semester at max. The contents are taught in centrally conducted summer and winter schools and in cross-location virtual project work.

The programme comprises 400 hours (corresponding to 16 credit points, 1 credit point comprises 25 hours), which are distributed as follows:

- 128 hours of lectures and exercises in in-class workshops in Berlin
- 96 hours of in-class workshops at companies ('excursion' as well as interim and final presentation at the companies during the Innovation Labs)
- 90 hours of independent project work within the Innovation Lab

In addition, there are 86 hours of self-study between in-class workshops.

Diversity of career paths

Our careers are the result of the decisions we make. With individual coaching sessions we support you in deciding difficult matters or other career-related issues that you would like to tackle with professional support.

Highlights of the Career-Building Programme

Femtec adds what university education lacks. While taking your university courses, the Career-Building Programme teaches you crucial skills for your future career. Femtec stands for sustainable networking, confidence, working innovatively and diversifying the corporate world.

Femtec has supported more than 1200 female students shape their careers over the past 19 years. Many of these women now work in top positions at renowned companies, scientific institutions or technical universities and are still closely associated with Femtec.

Business fairs, networking, workshops, lectures, discussions

Together with our top-class partners, Femtec offers a unique network to boost the start of your career.

School contents

School 1

Welcome: The participants come from all over the world. This event is designed to help them get to know each other.

Career-Building I+II: Where do the participants want to go, what is their personal career goal? What drives them? Only if the participants know where they stand, know their goals and deal with their own strengths and weaknesses they can realise their potential and best develop efficacy. This is why this event focuses on personal and professional assessment and goal clarification.

Self-Confidence and Assertiveness I: This module is about confident communication. The participants learn more about the implications for communication resulting from different personality types. They develop communication strategies in difficult and discriminating situations as well as competence in self-marketing.

Building Sustainable Networks: In this event, the relevance of strategic networking is conveyed. The course covers the theory and analysis of networks, building supporting networks, networking practices and simulations.

Network Experience Tour - Excursion I

The Career Building Programme includes two excursions, during which the participants get to know the cooperating companies from the inside. Directly at the production sites, the participants talk to personnel managers, engineers and managers about areas of work, entry opportunities and career paths. The participants thereby expand their knowledge of different job profiles and learn to reflect on their own goals and to match their needs with the offers of the respective working environments.

School 2

Leading Myself and Others I: The participants deepen their knowledge of organizational structures and contexts. They reflect on viral, challenging topics that organizations are currently facing. In this context, they deal with the fast changing image of leadership.

Leading Myself and Others II (Self-care): The aim of this event is to strengthen self-regulation as a key competence in order to be able to meet multiple demands such as high speed, the pressure to innovate, one's own high performance requirements, while remaining mentally and physically healthy.

Innovation Lab: How does the automotive industry manage the transformation to e-mobility? What does the energy turnaround in the Smart City look like? How do we ensure that machine learning goes hand in hand with responsible decisions in the use of the database?

In the Innovation Lab the participants work on an innovation-driven practical question from one of the Femtec partner companies. After an introduction to innovation management and project planning, participants learn how to split a project into work packages and work on it virtually from different locations. In the time between School 2 and 3, the participants will mainly work together virtually according to the defined project plan. In an interim presentation at the company the first

results will be presented and the next steps of the project will be discussed. After about four months, the results will be presented to the company and finally discussed.

Network Experience Tour - Excursion II: On the second excursion, you will get to know the other partner companies of the Femtec Network.

Meet the Partners - Femtec Network: The event is divided into two blocks consisting of practical exchange with companies as a contact opportunity, and workshops with content input.

School 3

Negotiation: This event focuses on processes, strategies and problems in negotiation. Participants will be sensitised to gender differences in negotiation and gender bias in the perception of the negotiating partner. They learn negotiation techniques by working on case studies, re-enacting and analyzing critical scenes and discussing strategies and options in salary negotiations.

Self-Confidence and Assertiveness II: The participants reflect situation-appropriate and authentic behaviour. They learn how to relate body, voice and posture congruently and thus perform convincingly and consciously. They gain sovereignty in their demeanour by openly confronting their own mistakes. On the basis of their own experiences, they analyse the possibilities of learning and development inherent in situations of failure. By describing these opportunities, they develop resilience for future challenges.

Leading Myself and Others IV: This event focuses on the importance of self-leadership for leadership actions or the steering of other people by aligning self-perception with the perception of others. The participants explore their behaviour on different levels: personal assumptions, beliefs, images, value concepts and goals, their work style, and the handling of time and rules. They analyse the roles they play in different contexts and learn expectation management methods, also in intercultural contexts. They discover cultural differences in professional cooperation.

Career-Building V: This event rounds off the development process and heralds the first step towards a career start: In a differentiated review, participants look back at their initial situation, reflect on differences and changes and describe their personal learning curve. They can name their goal and know how to get there, and they have tools at their disposal for shaping their first 100 days on the job.

Meet the Partners: Femtec Network including Matching: At the end of the 3rd School, matching interviews between the participants and personnel managers of the partner companies take place during the Meet the Partners event day. The goal is to conduct initial career entry interviews, simulate job situations and discuss questions regarding entry opportunities with the company representatives.

The scholarship holders are invited to join the Femtec network as alumnae.

Further information: www.femtec.org