

## Report - FemTec School Attendance Nicola Kolb

The IFF Travel Grant supported me during my stay at the first School of the FemTec CareerBuilding Program in Berlin. I became part of the 27th generation of the Femtec's Careerbuilding Programme.

### **The program**

Femtec's Careerbuilding Programme consists of three "schools" that build upon each other. During the program we study the findings of current career research, leadership and organizational theory, and the management of human resources, projects and innovation in addition to the fundamentals of managing contracts and conducting negotiations. At the program's end, concrete preparations are made for starting our careers. Over the entire course of the Careerbuilding Programme we learn and practice networking techniques within the Femtec network. In the Femtec schools, we are able to develop our soft skills in several formats, learn how companies operate, become acquainted with various management and company cultures. Furthermore in a wide range of occasions we get the opportunity to get in contact with FemTec partner companies. In addition Femtec's consultants support us in setting our personal and career goals and in our career by providing advice and coaching.

### **My Experiences at the first school**

Each seminar which I attended had a different focus. The first day consisted mainly of introduction and welcoming talks and getting to know each other. As we were a big group, approximately 40 women, remembering all the names and studies was pretty hard. Team building games helped to get to know each other faster and made lots of fun.

During the seminar *Teambuilding* I got to know the interaction processes in a team which consists of nearly 40 women. I learned about general roles in a team and especially my role in a team. Furthermore I gained insight in methods and techniques for teamwork and team building. It was interesting to experience the process of becoming a team in such a short time with such a big group. Moreover I was surprised how fast a trustful atmosphere developed.

In the seminar *location and goal determination* I learned a lot about methods to determine my own location. This includes structural questioning, observation methods. I gained knowledge about structuring and reflection my own strengths, resources and weaknesses and I developed, conceive and prioritize my short-term and long-term personal and professional goals further by different practical exercises.

Within the seminar *confident appearance* I studied the basics of communication as well as models of communication. This includes for example the Eisbergmodell (Freud) or the Sender-Empfänger Modell (Schulz von Thun). We did role plays to train our behavior in different situations. Furthermore we discussed the topics small talk as well as self-confident behavior.

During a Networking Event we had the chance to meet the 26th generation of Femtec's Careerbuilding Programme. The event started in the evening with a welcome talk in the university building of TU Berlin. Almost 75 attendees of the 26th generation and 27th

generation meet. Food and drinks were provided. First we performed some team building tasks. Later on the organization team had prepared five different stations with games, which we played the remaining evening. It was a nice evening with lots of networking and fun.

During my stay I met and became part of a lively and steadily growing network of enthusiastic women in STEM fields. I gained unique insights into a wide range of career and professional fields and I am looking forward to my next school. All in all, it was a unique opportunity and I am very glad and thankful for the support of the IFF.