

## Target Group

The program has been designed for doctoral candidates and postdocs affiliated at KIT.

## Framework Conditions

Fifteen applications are admitted per course. Of these, eleven places go to women, four go to men.

Participants receive a certificate of participation on completion of the program (minimum 80 % of the seminar days).

The program fee of 180 € will be invoiced after the start of the program.



## Application

Applications can be submitted in the period of **April 01 to 29, 2018**.

Applications should include

- letter of motivation
- CV
- short description of the current work and research activities
- list of publications, scientific achievements (if appropriate)

Please send your application via email to: **Simone.Belgardt@kit.edu**



## Contact

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[www.peba.kit.edu/2249.php](http://www.peba.kit.edu/2249.php)  
(keyword X-Ment)

## Issued

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## Mentoring for Researchers

# X-Ment

**Course No 9  
2018-2019**

PERSONNEL DEVELOPMENT AND  
VOCATIONAL TRAINING (PEBA)



## X-Ment

Mentoring programs have become key elements of personnel development in numerous universities. Mentoring partnerships with partners from different areas as provided by X-Ment constitute new, innovative interfaces of science and business.



## Objectives and Benefits

### Insights into formal and informal Structures

X-Ment provides possibilities for insights into structures, processes, and policies of business enterprises and science institutions.

### Professional Networks

Mentees build a stronger professional network within and outside of KIT.

### Personal Competences

Participants strengthen individual competences such as (self-) management, career development, communication skills, and develop their personal meaning of leadership. X-Ment also encourages participants to reflect unconscious bias in a society with equal opportunities.



## Program Overview

### Personal Orientation

Analysing the personal and professional situation, the participants define personal career goals that may serve as a basis for the following mentoring relation.

- **Personal Orientation:** (1.5 days)  
June 15 + 16, 2018  
(Fri 12:45 a.m. - 5 p.m. + Sat 9 a.m. - 4 p.m.)

### Workshops

Three workshops will be offered, providing impulses for personal advanced development and (further) development of leadership skills.

- **Workshop 1:** (two days)  
November 31 + December 01, 2018  
(Fri + Sat 9 a.m. - 4 p.m.)
- **Workshop 2:** (two days)  
February 22 + 23, 2019  
(Fri + Sat 9 a.m. - 4 p.m.)
- **Workshop 3:** (two days)  
July 12 +13, 2019  
(Fri + Sat 9 a.m. - 4 p.m.)

### Closing Event

Joint reflection on the X-Ment course and further development of career steps.

- **Closing Event** (0.5 day)  
October 10, 2019  
(Thu 2 p.m. - 05:30 p.m.)

## Mentoring

Participants have an active role in the matching process. Meetings between mentor and mentee are managed according to individual agreement.

### Network Meetings

Participants have the opportunity to build new contacts and exchange with other networks at KIT.

### Collegial Coaching

Group coaching provides informal exchange of professionally relevant experience.

