



PORTFOLIO

TRAINING AND
COACHING FOR
RESEARCH AND
LEADERSHIP



TRAINER PROFILE

Experience

- 700+ hours of one-on-one coaching and consulting, of which approx. 75% with doctoral and postdoctoral researchers within academic research institutions, or private
- 120+ individual trainings ranging from 2 hours to six-week-programmes, both online and on-site
- Institutional clients include: Helmholtz Zentrum Berlin, Max Planck Society and individual Max Planck Institutes, various departments and institutions at Freie Universität Berlin (e.g. Dahlem Research School, Osteuropa-Institut), Freiburg Research Services, and many others

Qualifications

- Professional Certified Coach (PCC) with the International Coaching Federation
- Continuous further education, e.g. Convergent Facilitation, regular supervision
- Mar-Nov 2020: Systemic Business Coach training at Coaching Individual Berlin – Anette Schirmer & Partner (200h) – DVCT-certified programme
- Apr 2018 – Apr 2019: Systemic Business Trainer at Trainingsgemeinschaft Berlin (200h)
- Since 2016: intensive practice and study of Nonviolent Communication (NVC), e.g. NVC Train-the-trainer programme with Gabriele Seils, monthly supervision

Academia and Research

- Aug 2022: speaker at the 1st Conference of the Researcher Mental Health Observatory
- Author of “Making Boys and Girls in Picturebooks with Monsters” (Marta Press: 2016) and “Monster zähmen” (Marta Press: 2017)
- 2010-2015: PhD in American Studies (Humboldt-Universität zu Berlin)
- 2007-2009: M.A. in Comparative Literature (Freie Universität Berlin)
- 2003-2007: B.A. in Modern and Medieval Languages (University of Cambridge and Université de Montréal)
- Alumna of the German Academic Scholarship Foundation



IMPRESSIONS

TRAINING TOPICS

Mental health and resilience as self-leadership basis for researchers

Giving and receiving feedback across cultures and roles in a research institution

Growing as a leader, growing in a team - with and through conflict

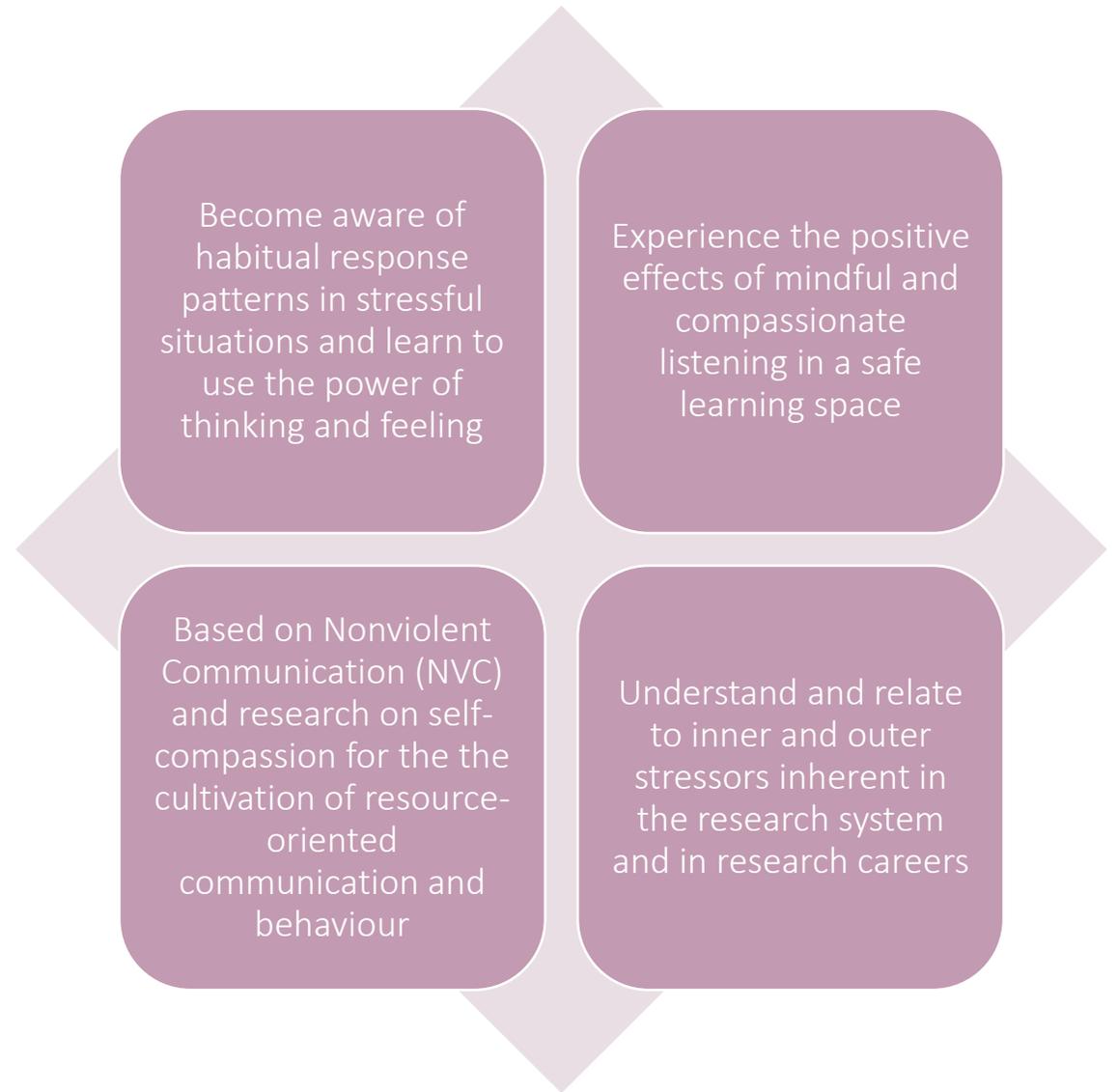
Career development beyond academia
[phasing out]



IMPRESSIONS

MENTAL HEALTH AND RESILIENCE AS SELF-LEADERSHIP BASIS FOR RESEARCHERS

Content and objectives of each training will be tailored to your specific requirements

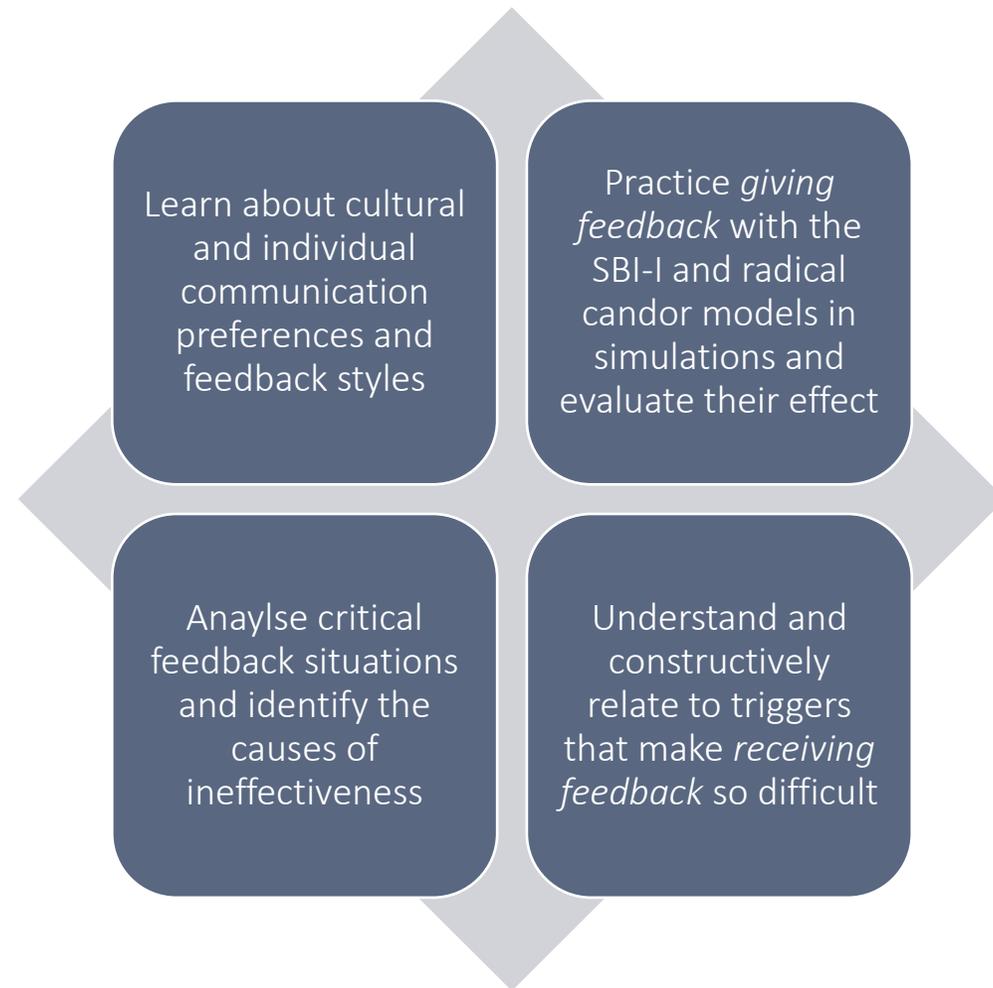


PARTICIPANTS SIX MONTHS LATER

6 week online training programme on **Stress Management and Resilience** at Max Planck Society, including a 1-on-1 session with each participant

- “I was afraid it would be another round of lectures on how to learn to calm down without any real ideas of how to do this. As most stressed and anxious researchers know, what’s going on in their mind is not helpful. [...] What helped me most was the process of self-empathy. Observing others go through this cycle and recognising their struggles and then projecting that on my own process and identifying where I got stuck. I learned a lot by watching others go through the same issues and seeing you coaching them through them. By watching them from a distance I could see more clearly what the next step could be for me.” (Doctoral researcher | Biogeochemistry)
- “The influence that NVC has on my dealing with stress today is massive. It changed my whole approach of myself. You can practice NVC everywhere because it’s primarily an internal process. Academia is very stressful. It’s also a place where people cultivate perfection, where there is a lot of competition along with non-said expectations on yourself and on others. It’s easy to be harassed with so many different things. NVC is so important for me to be happy, to stay happy.” (Postdoctoral researcher | Ornithology)
- “I can’t believe – and that’s a compliment to you – how quickly you were able to create a safe space. [...] I’m really surprised how quickly I became comfortable in this group. You created that space and for some reason, even shy people felt safe enough and they also eventually started coming out of their shell.” (Doctoral researcher | Biogeochemistry)
- “In academia, with my boss, I try to not take it personally. I see that he’s also struggling. [...] – Being empathetic myself, I learned to accept myself more for what I am rather than react to what I believe is expected from me.” (Doctoral researcher | Epigenetics)

GIVING AND RECEIVING FEEDBACK ACROSS CULTURES AND ROLES



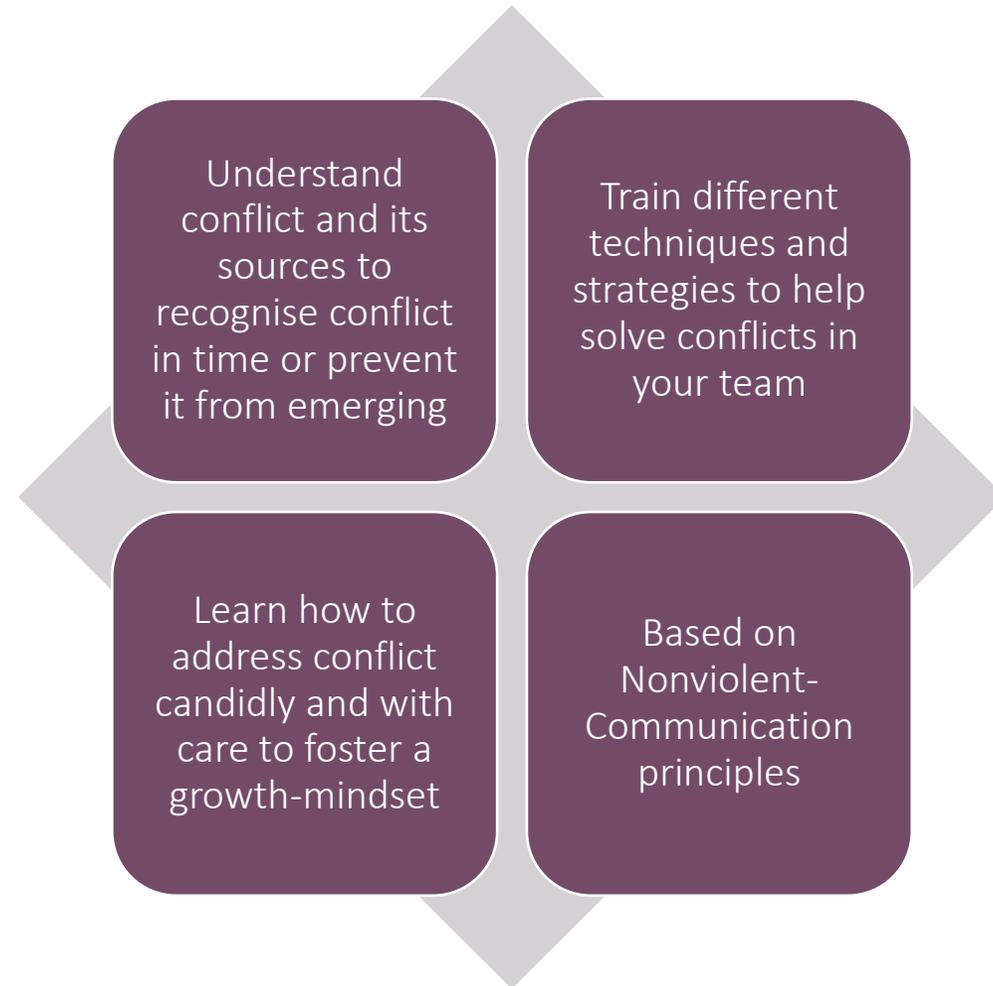
Content and objectives of each training will be tailored to your specific requirements

PARTICIPANTS AT THE END OF A TRAINING DAY

2 day online training on **Giving and receiving feedback across cultures and roles** with co-trainer Dr. Yu-Xuan Lu at Helmholtz-Zentrum Berlin

- “I learned that it’s important to remember to take feedback more often as coaching – and less often as evaluation. To do that, it’s helpful to differentiate between my thoughts and my feelings – I realised that there’s a difference!”
- “The SBI-I model is a really good tool to analyse and prepare feedback in a structured way. Generally, you covered a huge amount of content and yet, the two days were really interactive and offered many opportunities for self-reflection and self-evaluation.”
- “I appreciate the trainers’ differentiation that country culture does not necessarily equal an individual’s communication style.”
- “I learned that feedback can also be about creating a dialogue, and not about holding a monologue.”

GROWING AS A LEADER, GROWING IN A TEAM – WITH AND THROUGH CONFLICT



Content and objectives of each training will be tailoured to your specific requirements

PARTICIPANTS AFTER TRAINING EXPERIENCE

Various **NVC training formats** offered via
the Planck Academy and privately

- “If I was having an argument with someone it would just come to me to address it in this way [using the 4 steps]. The steps would really help me to deescalate the conflict. It became a practiced part of my everyday life.” (PhD candidate | Ornithology)
- “I forgot all the terms of NVC, but I am much more aware how I talk to my kids and to my wife. I have more awareness of where the others are. In what situation they are. To be actively aware of what’s going on with them right now.” (Postdoctoral researcher | Molecular Biology)
- “It’s absolutely a strength when you can formulate things so clearly. Sometimes you overthink and don’t find the right words. And if you can peel it off like the layers of an onion... okay, what am I actually thinking, what am I feeling, and how is that connected to this need? This really helps. And once you have penetrated to this core it becomes much easier to formulate it clearly.” (Scientific Manager | Leibniz Institute)

CAREER DEVELOPMENT BEYOND ACADEMIA: STRATEGIES FOR ORIENTATION AND APPLICATION TRAINING



Since I am phasing out this topic, I am only offering it to existing clients.

PARTICIPANTS AFTER THEIR TRAINING / COACHING EXPERIENCE

Various training formats on **career development beyond academia and application training** in different research institutions across Germany

- “I met Ulrike during her postdoctoral workshop ‘discovering career paths beyond academia’. She skilfully applied design thinking methods, psychological tests, group, and individual work to help us explore the first steps into non-academic careers. My two days with Ulrike were full of learnings, and energising at the same time. I then contacted Ulrike to help me prepare a stellar cover letter for a job in a completely different industry. With Ulrike’s knowledge, and swift feedback my cover letter improved immensely. She also drew my attention back to my transferable skills, every time I focussed on my ‘transition gap’. Thank you! In short, I was invited for an interview and got the job. (Postdoctoral researcher | Ornithology)
- “I learned a lot from your workshop. For instance, before I applied to SAP, I contacted my friend who works there, and he organized a small tour for us, and I met and chatted with his manager. His manager showed us what the daily work life is. We had lunch together at their canteen. When I applied for the job later, my current manager also asked my friend's manager about me. I think the tour I had helped a lot. Another friend who got a job recently also told me how your workshop helped him to prepare his CV and cover letter.” (Postdoctoral researcher | Astronomy)

CLIENTS (SELECTION)



MAX-PLANCK-GESELLSCHAFT

HZB Helmholtz
Zentrum Berlin

Freie Universität  Berlin

**DAHLEM
RESEARCH
SCHOOL** | Center
for Junior
Researchers


Universität Bielefeld

MAX PLANCK INSTITUTE
FOR HUMAN DEVELOPMENT 


CARL VON OSSIETZKY
UNIVERSITÄT
OLDENBURG

MAX-PLANCK-INSTITUT
FÜR PLASMAPHYSIK 

 Universität
Potsdam
**Graduate
School**

GRADE
GOETHE RESEARCH ACADEMY
FOR EARLY CAREER RESEARCHERS

UNIVERSITÄT GREIFSWALD
Wissen lockt. Seit 1456 


UNIVERSITÄT **BONN**

dkfz.

GERMAN
CANCER RESEARCH CENTER
IN THE HELMHOLTZ ASSOCIATION


UNI
FREIBURG

TUM
Technische Universität München

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IMPRESSUM

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