

# Personnel Development at Freie Universität Berlin



# Challenges

- Demographic change
- Increasing competition (within the public sector and towards the private business)
- Change of requirements and needs of the younger generation (work-life-balance, good working conditions, good opportunities for professional development)
- Rising differentiation and specialization of tasks and work densification
- Working in clusters and teams, networking
- Digitization
- Internationalization



# The idea behind

- **Main goal:** A balanced relation between institutional interests and individual and personal needs.
- The university supports the employees in their professional development and is responsible for providing structures
  - Broad offer of institutionalized counselling services, higher education and qualification, networking and different projects
- Personnel development takes place in the interaction between employee and direct supervisor
  - The employees take on responsibility for their own individual career development
  - The supervisors are in charge to support and promote their employees



# Tasks

- Recruitment
- To identify, preserve and promote the qualifications, knowledge and talents
- Create career paths
- To strengthen leadership culture
- Maintain and increase corporate identity, motivation, health and job satisfaction
- Promotion of knowledge transfer and age-appropriate working conditions



# Participants of personnel development at Freie Universität



# Target Groups

- Professors
- Academic staff member; research assistant
- Academic staff member with permanent contracts
- Non-academic staff member



The diversity of target groups, employees and professions needs target-group-orientated concepts, tools and activities



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# Target Groups

## Professors

- Recruiting (Talent-Scouting)
- Increasing appointment opportunities
- Promoting leadership-culture and qualification
- The Dahlem Leadership Academy supports professors to fill out their leadership-role and offers training and workshops





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# Target Groups

## Academic staff member; research assistant

- Integration in the Freie Universität Berlin (Welcome-Services, language-courses)
- Qualification measures (teaching competency, leadership, gender- and diversity- competency, academic performance, management competency)
- Research promotion
- Professional Development (mentoring, activities for a better job-orientation)
  - Dahlem Research School (DRS)
  - Projekt „Support“



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# Target Groups

## Academic staff member with permanent contracts

- Creation of personnel development activities which are orientated at the special needs of the academic staff member with permanent contracts



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# Non-academic staff: Areas of activity

- Welcoming-Events
- Mentoring
- Project handover transfer
- Good practice instruments for
- Knowledge transfer

## Onboarding

- Yearly feedback
- Leadership events
- Coaching activities
- Information portals
- Qualification and training
- Collegial advice

## Leadership-culture

- Dual studies, trainees
- Work shadowing
- Project office
- Mobile work
- Consulting services
- Teaching

## Development

- Further education
- Health promotion
- Courses for administrative staff in universities
- Trainings to support Internationalization

## Qualification



# Facts at a glance

At the Freien Universität a variety of competent participants are in charge of personnel development and an extensive number of activities supports the employees.

## Main goal

- Needs-oriented advancement of the existent system
- Raise of visibility (activities and services)

## Main focus

- To deal with the future challenges, with all members of Freie Universität together
- Develop and point out career paths
- Individual empowerment
- Maintain health and job satisfaction, promote corporate identity



# Employees of Freie Universität Berlin

A total of  
**5.000**

