

Personnel Development at Freie Universität Berlin

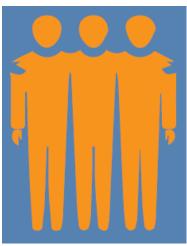




Challenges

- 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



Titel, Datum 5



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







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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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Academic staff member; research assistant

- Integration in the Freie Universität Berlin (Welcome-Services, language-courses)
- Qualification measures (teaching competency, leadership, genderand diversity- competency, academic performance, management competency)
- Research promotion
- Professional Development (mentoring, activities for a better joborientation)
 - Dahlem Research School (DRS)



Projekt "Support"



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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 Even
 Mentoring Project London transfer
 Project London transfer
 Known transfer
- Leac eaglership ves
 Coathing ship culture
 Information por culture
 Qualification and tre
 Collegial advice
- Dual studies, trainees
 Work swadowing
 Project office office
 Mobilet work
 Construction
 The sing
- For education
 Death promotion
 Course Qualification
 Course Qualification
 Trainings to support Internationalization





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



