



Workshop

Dealing with power and micropolitics

**Workshop for female scientists with
DR. LUKAS BISCHOF** from Freiburg

www.lukasbischof.eu

Date: **Friday and Saturday, 8-9.07.2022 (9:00 - 17:00)**

Location: University of Freiburg, Faculty of Engineering,
Georges-Köhler-Allee, Seminar room Building 078, 79110 Freiburg

Registration: Please register via nuudle
<https://nuudel.digitalcourage.de/wZfHIXrUq4X7t5Ud>

Objective of the workshop:

Whenever we work with others in teams and organizations, at some point we realize that having the better arguments is often not the only thing that counts: Individual goals, power structures and relationships matter as well, sometimes even more.

In this workshop, we will look at how power and micropolitics work in organizations as well as in higher education. We will look at our own relationship with power, understand the games of micropolitics, and learn how to assert ourselves confidently.

The tools and competencies from this workshop will not only be tremendously helpful for any career, but will also help you to assert yourself more confidently in the context of your other relationships and personal life.

Program: “Dealing with power and micropolitics”

Day 1: The essence of power & micropolitics

Time	Topic
<i>Until – 9.00</i>	<i>Arrival of participants</i>
<i>9.00 – 9.30</i>	Welcome, introduction of the participants and clarification of expectations for the Workshop
<i>9.30 – 11.00</i>	The four faces of power <i>Input, discussion and self-awareness</i>
<i>11.00 – 11.15</i>	<i>Break</i>
<i>11.15 – 12.30</i>	A committee situation <i>Role play and reflection</i>
<i>12.30 – 13.30</i>	<i>Lunch Break</i>
<i>13:30 – 14.30</i>	Micropolitics; typical micropolitical strategies and games. <i>Input and discussion</i>
<i>14.30 – 14.45</i>	<i>Break</i>
<i>14.45 – 15.45</i>	The micropolitical toolbox: The stakeholder analysis. <i>Input and exercise</i>
<i>15.45 – 16.30</i>	The micropolitical toolbox: Lateral leadership through trust, understanding and power. <i>Input and exercise</i>
<i>16.30 – 17.00</i>	Conclusion of the day and selection of the main topics from the second day
<i>17.00</i>	<i>End of Day 1</i>

Day 2: From the “toolbox” of power and micropolitics

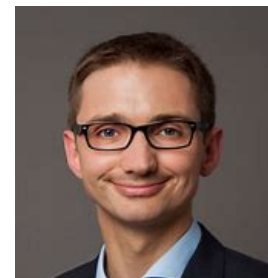
Time	Topic
<i>9.00 – 9.30</i>	Discussion of open questions about the first day
<i>9.30 – 10.30</i>	Consciously building sustainable relationships <i>Input and exercise</i>
<i>10.30 – 10.45</i>	<i>Break</i>
<i>10.45 – 12.30</i>	The micropolitical toolbox: Psychological principles and strategies of effective persuasion. <i>Input and exercise</i>
<i>12.30 – 13.30</i>	<i>Lunch Break</i>

Time	Topic
13:30 – 15.00	Topic chosen by participants (Suggestion: Power and negotiations)
15.00 – 15.15	<i>Break</i>
15.15 – 16.15	Topic chosen by participants (Suggestion: Peer counseling)
16.15 – 17.00	Reflection, evaluation and conclusion
17.00	<i>End of the workshop</i>

Contact:

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 **LUKAS BISCHOF**
 HOCHSCHULBERATUNG



Dr. Lukas Bischof studied Organizational Psychology, Business Administration, and Higher Education Management, holds a Master’s Degree (Dipl.-Psych.) in Organizational and Work Psychology. He completed his PhD research on the changing governance of higher education systems in Post-Soviet countries.

Between 2011 and 2016 he worked as a consultant and project manager at the Center for Higher Education Development (CHE Consult1) on quality assurance systems, internal quality management and organizational development for universities, different think tanks and ministries of education (e.g. in Germany, Moldova, and Mongolia). For the European Commission he conducted research projects on legislative frameworks in Quality assurance and cross-border provision of higher education services as well as the quality assurance in large-scale European Projects (TEMPUS, DG EAC Culture Program). Since 2008, he conducted over 100 projects, workshops and trainings on different aspects related to higher education management. He has spent periods of study in Germany, Spain, Russia, Kazakhstan and Kyrgyzstan and is a fluent speaker of English, German, Russian, Spanish, and has intermediate fluency in French.

Dr. Lukas Bischof is the founder of *Lukas Bischof Hochschulberatung*, an associated consult at CHE Consult and a senior expert at the Higher School of Economics (Moscow).