



**The Way Forward – Women in Science
9 -11 May Heidelberg, Germany**

MuT – Mentoring and Training

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1. What is MuT?
2. Elements of the program
3. Mentoring as a tool for promoting women in science
4. Mentors and Mentees
5. Experiences



→ **How does MuT fit in German politics in promoting women in science?**

2. The elements of the program

- (a) Orientation
- (b) Workshops
- (c) Counselling and coaching
- (d) Networking
- (e) Mentoring



(a) Orientation

- Development of personal profile
- Development of personal goals
- Development of a project to be pursued together with the mentor

(b) Workshops

- training in management and administration
- introduction in financing and fundraising issues
- practising in presentation-techniques



(c) Counselling and coaching

- Individual planning of academic career
- Arranged meetings with expert-trainers
- Coaching in application procedure for a professorship or a similar position
- Coaching in negotiation salary and equipment
- Combining of research and academic duties

(d) Networking

- Integration in academic societies
- MuT – a network by itself



3. Mentoring as a tool

The achievements of mentoring are

- Protective relationship
- Passing down of best practise
- Profiting from experiences, reputation and connections of the mentor

4. Mentors and Mentees

About MuT's participants

About MuT's mentors

About the subjects of the mentorship



5. Experiences