

Agenda iDiv Postdoc Retreat 2026:

Leading Self and Others with Clarity and Confidence

Being a postdoc means balancing multiple roles at once: advancing your own research, mentoring students, collaborating across disciplines and cultures, and navigating relationships with supervisors who play an important role in your career development. These responsibilities require more than scientific expertise—they call for self-awareness, resilience, and confident leadership.

This retreat offers a dedicated space to step back from the demands of everyday job life and reflect on what it means to lead effectively in the unique context of a postdoctoral career. Together, we will explore the leadership challenges postdocs commonly face and develop practical strategies for leading with clarity, confidence, and authenticity.

Date: 16 – 18 September 2026

Konrad-Martin-Haus

Am Rechenberg 3-5, 06628 Naumburg - OT Bad Kösen

Wednesday, 16 September 2026

Leading yourself: Who you are as a leader, and what (un)grounds you

Trainer: Dr. Regina Vogel, Leadership Coach, Choose Leadership Ltd. Ireland

10:30 – 11:00 am	Arrival at Konrad-Martin-Haus, Bad Kösen <i>Train from Leipzig, Halle, Jena</i> →15-20min walk from the train station to Konrad-Martin-Haus
11:00 – 12:00 pm	Welcome & Kick-Off: Get to know each other
12:00 – 1:00 pm	<i>Lunch Break</i>
1:30 – 5:00 pm <i>(Coffee Break in-between)</i>	Workshop Part 1: Who you are as a leader, and what (un)grounds you • Real pressures you face as postdoc: sandwich position, power imbalance, need to be taken seriously • explore what leadership means to you personally and what values drive you, what is at stake and what tends to trigger a loss of your balance • build a practical toolkit for daily work for recovering quickly in such moments and re-establishing ground • at the end of this part, you have a clearer picture of who you are as a leader and a set of grounding practices you can draw on in daily work
5:00 – 7:00 pm	Free time (Hiking, Sightseeing or Relaxing) The nature around Bad Kösen is very beautiful – enjoy!
7:00 pm	Dinner (BBQ) & Games (if you like)

**Thursday, 17 September 2026****Leading others: Leading others with clarity and confidence**

Trainer: Dr. Regina Vogel, Leadership Coach, Choose Leadership Ltd. Ireland

8:00 — 9:00 am	<i>Breakfast</i>
9:00 — 12:00 pm	Workshop Part 2: Leading others with clarity and confidence • challenges while leading others • How to communicate with clarity across difference • How to delegate in a way that builds ownership rather than dependence • How to hold your ground in conversations with unequal power distribution • Using the co-active leadership approach that makes room for different styles in different contexts
(Coffee Break in-between)	
12:00 — 1:30 pm	<i>Lunch break</i>
1:30 — 5:00 pm	Workshop Part 3: Putting it into practice • Gives space to go deeper into what the first two parts opened up with more extended practice, small group work • Opportunity to apply what was learned to a real leadership challenge from your own work • This is where insight begins to become habit
(Coffee Break in-between)	
5:00 — 7:00 pm	Free time (Hiking, Sightseeing or Relaxing) The nature around Bad Kösen is very beautiful – enjoy!
7:00 pm	Dinner & Campfire & Games (if you like)

Friday, 18 September 2026**Helping others grow: Coaching and Development Conversations**

Trainer: Ulrike Krumrey, Career Coach & Scientific Manager Postdoc Programme (iDiv)

8:00 — 9:00 am	<i>Breakfast and vacate rooms</i>
9:00 — 12:00 pm	Leadership Challenge: Helping others grow- Coaching and Development Conversations • Explore the different roles postdocs take on when supporting students and junior researchers: mentor, supervisor, advisor and coach • Learn how coaching conversations can foster independence, confidence and ownership • Practice asking powerful questions instead of providing immediate solutions • Develop a simple framework for structuring development conversations and agreeing on clear next steps
12:30 — 1:30 pm	<i>Lunch & Departure</i>