THE PLANCK ACADEMY...

...is a space for meeting and networking with the Max Planck community – personally and digitally.

...provides knowledge and contents on all issues related to your career – virtually and accessible online from everywhere.

...includes the subjects of leadership, personality & career development, diversity & inclusion, welcome & onboarding.

...addresses all staff members and executives of the Max Planck Society.
The vision of the Planck Academy

The Planck Academy pursues a sustainable vision: to offer all staff members personal development and support opportunities that are tailored to their individual needs to learn and discover something new, to broaden their horizons of experience, and to support a diversity-sensitive working atmosphere. That is how all staff members within the meaning of the Max Planck Family are to experience the same appreciation and encouragement.

Mission statement

In practice, this means accompanying all the people who work in the Max Planck Society in such a way that they can fulfill their duties in the best possible way from the outset and make optimum use of their skills alongside their career development. This requires a mix of suitable formats of exchange, community building, knowledge transfer and accompaniment through the most diverse career stages in the Max Planck Society.

Our focus

- Leadership
- Talent management
- Onboarding
- Diversity

All under one roof

To identify specific needs, create suitable offers and implement them systematically, we orientate ourselves by the different target groups:

SCIENTIFIC DIRECTORS (W3)
RESEARCH GROUP LEADERS (W2)
GROUP LEADERS
POSTDOCS
DOCTORAL RESEARCHES
RESEARCH MANAGEMENT AND ADMINISTRATIVE/TECHNICAL SUPPORT
EXTERNAL RESEARCHERS
MAX PLANCK ALUMNI
Support at every stage of career

The Planck Academy accompanies you through the entire cycle of your professional career, ranging from your recruitment and inclusion in the organization to your departure with best career perspectives. By means of well-targeted offers in the area of Navigate & Transfer and an alumni organization, the Planck Academy provides junior scientists with support for their next career steps.

To make this possible for you, the Planck Academy relies on two strategies: to create environments which take account of the changes in social interaction at both national and international level, and new ways of learning that meet highest quality levels.

Alumni – a core element in the Planck Academy

The cultivation and utilization of alumni contacts are a core element within the Planck Academy. Alumni expertise is to be harnessed for overarching service offers, e.g. alumni as mentors/coaches for doctoral researchers affiliated to the MPG, as direct contact persons for the MPG/MPI at their respective current facilities or as speakers within the framework of high-ranking career events or workshops.
Attractive mix of formats of the Planck Academy

In-person events, such as seminars, trainings or network meetings, which have been the main HR development tools of the MPG so far, are nowadays used when necessary and useful for didactic reasons, and when the focus is primarily on personal exchange. We strengthen the Planck Academy’s digital offering in order to provide the diverse formats more expediently and in line with the needs and, above all, in the interest of achieving greater coverage and possibilities of using the offers in the MPG. In addition, the digital Planck Academy is an extremely sustainable resource, particularly in the times of the pandemic and the changed new world of work.

Selected formats, media & tools

- **Digital documents**: e.g. guidelines, checklists, the Digital Travel Guide, FAQs, guarantee rapidly accessible knowledge and information resources.
- **Events, specialist conferences**: facilitate scientific or professional exchange and networking.
- **E-learning-modules**: are used for independent learning, regardless of place and time.
- **On-the-job learning measures**: are formats, such as e.g. project cooperation or work shadowing, which are prescribed for certain development targets and put acting in the foreground.
- **Virtual classrooms / webinars**: offer knowledge acquisition and exchange, regardless of the place.
- **Off-the-job Learning**: e.g. counselling, self-awareness tools and feedback tools, aims at interaction and reflection.
- **In-person trainings**: facilitate personal exchange between participants & providers.
- **How-to videos**: help to gain a rapid overview and refreshment of knowledge.

Further tools, such as e.g. coaching, peer career counselling, team development measures, unconscious bias & diversity toolkit, are used as an individual measure or a package of measures systematically in line with the needs upon individual counselling.
Best of Planck Academy 2020

A choice of our most popular offers this year

**Webinars for career development for doctoral researches and postdocs**

Both the doctoral period and the postdoc phase are important times of qualification and further development. The Planck Academy supports junior scientists by providing primarily English-speaking, interdisciplinary offers and formats covering every aspect of career development. Since May, all trainings have taken place virtually and have been very much in demand.

**Health management – first MPG-wide online congress**

More than ever before, health management is a focus of attention and an important HR development tool. Therefore, health as a prerequisite for our excellence was the subject of several online events within the framework of the first MPG-wide online congress.

**Career coaching for postdocs**

During the postdoc phase, many scientists ask themselves where the next career step should lead them to. Career coaching by the Planck Academy supports postdocs in figuring out their own skills and values, identifying career opportunities and developing an individual career plan for positions within and outside the Academy.

**Virtual sessions – leading and working in challenging times**

Our offering for the non-scientific area has been further developed in 2020, with a focus on online leadership, changed communication needs and possibilities: subjects that will continue to be of topical interest. Just like in many companies, working from home has proven feasible at Max Planck, too. Particularly the "Remote leadership – Online" format has been exceptionally well received. In several one-hour virtual sessions with trainers, executives provided input on topical issues from their daily management routine, which enabled them above all to learn from one another.

**Executive coaching**

Executive coaching for Directors and Research Group Leaders of the MPG has been offered under the roof of the Planck Academy since March 2020. The focus areas are subjects like the consolidation of their own leadership role, team leadership (particularly in change processes), improvement of team performance, conflict management and self-management/self-guidance. The coaching sessions are also possible virtually.

**Max Planck Career Evolution Web Series**

Our new web series "From Science2Industry" informs doctoral researchers and postdocs on career paths outside science. It is an offer by the Planck Academy’s Industry Track in cooperation with the PhDonet and PostdocNet. Between 50 and 150 young scientists take part in the weekly virtual sessions.

**Planck Academy on air**

By watching and listening to the HR development podcasts, staff members can look behind the scenes of the "HR Development & Opportunities" Department and become acquainted with the people who are pulling the strings in respect of these programmes and measures. The podcasts are intended to present new subjects continuously.

**“Inside MPG”**

At this year’s virtual event, Research Coordinators at the MPIs could gather insights into the decision-making processes and procedures within Administrative Headquarters as well as into the structures and bodies of the MPG in general. Following the positive response, “Inside MPG” will be continued at regular intervals as a virtual format with varying focus areas in the future.
Your path to the Planck Academy – For users & providers

Contact us!

1. You would like to know more about the offers provided by the Planck Academy and the subjects that are of interest to you? A comfortable search function in the MAX Intranet helps you find the desired information quickly.

2. Access to learning formats – The Learning Portal of the Planck Academy
Access to the learning opportunities provided by the Planck Academy – whether as in-person or online formats – is possible easily and without great effort. This is ensured by our new Learning Management System, referred to in short as LMS.

Would you like to know how to get to the learning offers of the Planck Academy, or do you require assistance?

3. For providers: Would you like to receive more information on our digital learning and collaboration tools and processes? Or would you like to present your solutions to us and inquire for possibilities of cooperation?

4. You are a specialist Department and would like to develop a learning measure, for which you are seeking advice? You would like to contribute new ideas or attract attention to new needs? We look forward to supporting you!

MAX >> MY CAREER

MAX >> LEARNING PORTAL OF THE PLANCK AKADEMY (LMS)

Jan Weichelt
Academy Management
jan.weichelt@gv.mpg.de
+49 89 21081564

Dr. Christian Erlacher
Digital Information Staff Unit
chrtistian.erlacher@gv.mpg.de
+49 89 21081322

Caroline Hein
Research Support Area (Administrative Headquarters)
caroline.hein@gv.mpg.de
+49 89 21081809

Gunther Löfflmann
Research Support Area (Institutes)
guenther.loefflmann@gv.mpg.de
+49 89 21081820

N.N
(name and contact available from 01.03.2021)
Junior scientists

Berrin Tezcan
Head of Onboarding, Career & Development; Planck Academy
berrin.tezcan@gv.mpg.de
+49 89 21081190

Signe Tuborgh
(available from 01.03.2021)
Junior scientists
signe.tuborgh@gv.mpg.de
+49 89 21081772

Katja Weinandy
Scientific Executives
katja.weinandy@gv.mpg.de
+49 89 21081801
We look forward to you and to supporting your career path in the MPG efficiently!

Your feedback is our motivation!

„When I feel 60 min talk just gone in the blink of my eye, I will say it is an exceptional talk!“
Yu Xuan Lu, MPI Biology of Age
Within the framework of the Career Evolution Web Series

„I have personally benefitted a great deal from the excellently structured programme and can only recommend it to each colleague. The colleagues from Administrative Headquarters have done a great job and prepared important subjects very well.“
Prof. Dr. Peter H. Seeberger, MPI of Colloids and Interfaces
Within the framework of the Directors’ Seminar

„The Planck Academy offers exciting programs that cater directly to the researchers and support staff on all career levels. I am looking forward to further developments on this front!“
Asifa Akhtar, Vice President
Within the framework of the Planck Academy Kick-off Symposium