

# Coaches in the CORA Program

Coaching Women for Research and Academia



## Dr. Simone Cardoso de Oliveira

### Core coaching areas

Support for academics in professional and career matters, better working,  
Planning and systematically following career revisions,  
assertiveness for women in professional settings, startup advice,  
funding advice, creative problem solving, values orientation

### Methods

- Coaching, training and consultation
- Blended learning
- Structured interview techniques for research and networking
- Methods for life-work planning
- Creative methods with impact objects and pictorial presentations
- Experience-oriented methods and games

### Career path

- Doctorate in Neuroscience, Diploma of Biology
- Advanced training in careers, management, self-employment, academic writing, medical products, creative problem solving, time management, smart business concepts.
- Karriereberater-Akademie, Hamburg (Martin Wehrle)
- Further studies in Philosophy and languages
- Studienstiftung des Deutschen Volkes (German Academic Scholarship Foundation)

### Experience

Individual consultation, workshops, lectures and coaching for academics on professional and careers matters.  
Support for startups, innovative SMEs and establishing new companies.

Applying for funding in academic and industrial fields.  
Many years of personal experience in research, academic management, and the training of junior researchers.  
Academic publications and writing for the general public.  
Supervision of academic work.

Intercultural experience and experience abroad.

### Languages

German, English, Portuguese

### Contact

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## Dr. Silvie Klein-Franke, (Prof. FH in AT)

### Core coaching areas

I will encourage and support you with a focus on your desired development towards a management position in which you will organize your immediate area successfully and make important contributions to society - in balance and in harmony with your own values and purpose in life.

### Methods

- Strength and sense oriented systematic coaching (logotherapy, V. Frankl)
- Steer towards destinations which give you strength, energy and joy. (CareerStormNavigator)
- Potential analyses
- Tailor-made applications, preparation for job interviews, and assessment center.
- My experience and my international networks are at your disposal

### Career path

- University of Applied Sciences Professor and section manager on international staff, organization, management and change
- CareerStormNavigator Administrator
- Careers advisor, MAS Univ. Klagenfurt
- Leadership & personality, Netzwerk Entwicklung, Tirol
- Logotherapy, Inst. f. Logotherapie Tübingen & Chur
- Intercultural Advisor, Intercult. Org., Portland OR, USA, Universities of Krems and Witten-Herdecke
- Mentoring Platform Tirol (women in management)
- Dr. rer. nat. at Max Planck Institute f. Immunobiology Freiburg, Dipl. Biol. University of Freiburg

### Experience

Individual and group coaching for management and junior management (incl. women professors). Careers and leadership workshops and lectures on these topics, including European Women's Managers Development Network. Diversity expert EU & Stifterverband, reviewer for innovative teaching, Ba.-Wü. Ministry of Research.

University of Applied Sciences professor and section head on issues listed above. Management and reorganization of various Uni departments.

### Languages

German, English

### Contact

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## apl. Prof. Dr. Karin Orth

### Core coaching areas

Individual coaching for academics, research supervision in the Humanities and Social Sciences, crises in the research process and how to overcome them, biographical and professional location choice, existing skills assessment.

### Methods

- The individual and her concerns are the focus of my work as a coach. I adapt the chosen methods to the coachee, her topic, and the current situation.
- Conversation (with the elements of listening, enquiring, understanding, visualizing) is the basis of my work.
- frequent use of systematic coaching instruments, psychodrama (e.g. role playing) and biography work (such as profiles and genograms)
- on career decisions: Application of the skills assessment approach according to Lang-von Wins/Triebel.

### Career path

- Certificate in coaching and consulting from the Freiburg Akademie für wissenschaftliche Weiterbildung according to the principles of Pedaktik® (didactics of personal development for management)
- Training as a certified skills assessment coach at PerformPartner München
- Certified training as a guided autobiography instructor at the University of Southern California; certified training as a crisis companion in the archdiocese of Freiburg
- Advanced training in person-centered negotiation and in psychodrama
- Teaching assignments for coaching and biography work at institutions of higher education
- Founding of the Institut für Biografiearbeit und Biografische Studien
- Member of CoachingnetzWissenschaft e.V.
- Lecturer in Modern and Contemporary History at the University of Freiburg

### Experience

since 2009: Academic coach, work with doctoral candidates, postdocs, assistant professors.  
Historian in research and in academic management, consultation and supervision of students and junior researchers, voluntary work with people in crisis situations.

### Languages

German, English



### Contact

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## Prof. Dr. Simone Rappel

### Core coaching areas

Intercultural training & coaching focused on India as well as consulting and coaching of meaningful management and value-oriented corporate culture; training and coaching for management in all sectors.

### Methods

- The coachee is in focus with his/her concerns and goals, so that the method is adapted to the relevant context and requirements.
- Conversation, the structured interview (with the elements of listening, enquiring, understanding, visualizing) is the basis of my work. Biographical work, story-telling, and the tools of systematic coaching are used.
- My approach follows the guiding principles of “empowerment” and “inspiration,” to encourage the coachee to unfold his/her talents and to take an overall step forward in personality development which may include looking at things from a new angle and a new perspective and opening up a broader horizon. I see myself as a sparring partner and companion on the road to the goals set.
- DISG, strength finder (Gallup principle) and TMS.

### Career path

- Associate professor of Moral Theology at the University of Freiburg, holder of diploma in Applied Ethics, philosopher and religious studies researcher (M.A.), pastoral care training (doctorate in environmental ethics, habilitation on global ethics and world religions), teacher, lecturer
- More than 20 years of experience in management (head of education section) at an international non-profit organization.
- Certified intercultural trainer and coach (IKUD)
- Since 2009: Business manager in intercultural training & coaching focused on India as well as consulting and coaching of meaningful management and value-oriented corporate culture; founder in 2017 of the Dr. Simone Rappel Akademie for management staff in the areas listed above

### Experience

since 2009: Training, coaching and consulting for management staff in SMEs and a number of DAX companies (selected references on the web site); mentor on various projects for students, active member in two women’s networks and in the Club der Alt-Stipendiaten (HSS)

### Languages

German, English



## PD Dr. Angelina Topan

### Core coaching areas

Self-management, career planning, strategic thinking, values-meaning reflection; developing teams, conflict management, leadership, support for change processes, time management and work-life balance.

### Methods

- Systematic, solution-oriented coaching: This is resource-oriented in that existing skills are reinforced and further developed. The important thing is to recognize successes and to build on them. Systematic, solution-oriented coaching always works with goals. The focus is therefore on seeking goals and solving problems and less on describing problems. It is important to formulate goals positively and creatively and to explore future desires and visions. The systematic approach to solution-finding takes into account the situation a coachee is in.
- My philosophy: I approach your goals with enthusiasm - structurally analytically, effectively, with sense and sensibility. To me, fairness, transparency, dealing with one another with respect and esteem, and communication on a shared level are the key foundations of trusting collaboration.

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### Career path

- Training as a systematic solution-oriented coach (DBVC-zertifiziert) at the Führungsakademie BW
- Psychological diagnostics in coaching (Führungsakademie BW)
- "Professional skills in teaching" at the Hamburg Universität für Wirtschaft und Politik; areas: Moderation, negotiation, conflict management, team development, project management, methods in adult education; supervision, certificate (manager: Professor Claus Nowak)
- Certified postgraduate studies: "Lehrqualifikation für Wissenschaft und Weiterbildung" at the Interdisziplinäres Zentrum für Hochschuldidaktik, Universität Hamburg; (Prof. F. Schulz von Thun)
- Habilitation at Universität Hamburg
- Doctorate and M.A. in Political Science, diploma of Economics.

### Experience

Since 2004: head of the Institut für Personalentwicklung und Coaching; many years of experience in academic careers as research assistant and employee (1996-2004) I work for various status groups in academia across Germany: Professors, group leaders, postdocs, PhDs, academic management: Senior management, deans, executive vice-presidents.

### Languages

German, English