

ERASMUS+ / ENLIGHT STAFF TRAINING WEEK 2025



HR in Transition – Personnel Development Today and Tomorrow
Preliminary programme


13th to 16th May 2025
University of Göttingen


Time	Tuesday, 13.05.2025	Time	Wednesday, 14.05.2025	Time	Thursday, 15.05.2025	Time	Friday, 16.05.2025
	Arrival	09:00 12:00	Onboarding: Establishing a Welcoming Culture for New Employees - Part 1 Venue: Käte-Hamburger-Weg	09:00 12:00	New Learning - between Classical Learning Concepts and Co-Creation – Part 1 Venue: Käte-Hamburger-Weg	09:00 09:30	Morning Energizer Venue: tbc.
		12:00 13:00	Lunch break (on own expense)	12:00 13:00		Lunch break (on own expense)	09:30 11:00
14:30	Registration Venue: Von-Siebold-Str. 2, Foyer	13:15 16:30	Onboarding: Establishing a Welcoming Culture for New Employees - Part 2 Venue: Käte-Hamburger-Weg	13:15 15:30	New Learning - between Classical Learning Concepts and Co-Creation – Part 2 Venue: Käte-Hamburger-Weg		Departures of participants
16:00	Guided tour to Göttingen Venue: Old Mayor Hall						
17:30	Welcome reception (food & drinks) Venue: Alte Mensa, Wilhelmsplatz 3	18:00	Dinner Venue: tbc	15:30 17:00	Campus Cruiser (all staff training groups together) Venue: tbc.	12:30 19:30	Visit to Goßlar by train (additional offer for all those who are interested)


Onboarding: Establishing a Welcoming Culture for New Employees


Onboarding is more than just starting a new position - it is the first step towards retaining employees in the long term and supporting their integration into the organization. After all, a positive start supports employee satisfaction and motivation from the outset. Structured onboarding not only strengthens employees' understanding of the organizational culture, but also promotes early identification with the new role. As part of Staff Week, we are presenting some onboarding tools at the University of Göttingen and reporting on our experiences: A toolbox and other offers for new appointees, "Welcome Guides" for international researchers, and specially tailored onboarding at a faculty. We want to get to know the onboarding offers at the partner universities and develop ideas for future strategies together.

Highlights of the Day

 Insights into the onboarding process for newly appointed professors

 Presentation of the "Welcome Guide" for international researchers


 Exchange about onboarding formats at ENLIGHT universities


 Collaboration: Onboarding 2.0 within the ENLIGHT network


New Learning - between Classical Learning Concepts and Co-Creation


In a changing world of work, the concept of New Learning is becoming increasingly important. New Learning goes far beyond traditional training measures: it encompasses a culture of continuous personal and professional development. Access to knowledge, personal initiative and collaboration are some of the conditions for a modern learning culture. HR development at Göttingen University has set itself the goal of serving new learning formats such as apps, peer counseling or peer learning. The question of how we can promote a modern learning culture in which learning is desired and demanded and what this can look like will be discussed. In addition, the qualification portal developed in Göttingen will be presented, which makes further education courses accessible throughout the university. We would also like to look at opportunities for collaboration within the ENLIGHT network.

Highlights of the Day

 Insights into our qualification portal

 Reflection on Göttingen formats for learning and knowledge transfer

 Exchange about learning and knowledge formats at ENLIGHT universities


 Collaboration: Learning formats 2.0 within the ENLIGHT network


 Afternoon programme (voluntary)

Strategic HR Development through Mobilities within the ENLIGHT Network

A future-oriented question is how ENLIGHT international mobilities can be utilized as a strategic HR development tool to nurture talent and foster career growth. To this end, the University of Göttingen has developed a strategy paper aiming for a paradigm shift towards mobility. We would like to present this strategy and discuss the potential and impact of international mobilities with the objectives of employee retention and talent management. Furthermore, we aim to collaboratively identify the framework conditions that are necessary to effectively utilize mobilities, to implement talent management, increase employee satisfaction and retention, and advance the internationalization strategy.

Highlights of the Day

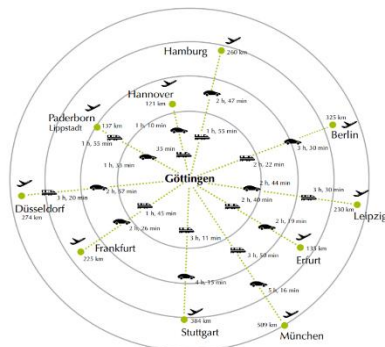
 Insights into strategic HR development through mobilities from the Göttingen perspective

 Exchange about strategic HR development / promotion of stays abroad at ENLIGHT universities

 Meditation (voluntary)

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USEFUL INFORMATION



The nearest airports are Hannover (HAJ: 121km), Frankfurt am Main (FRA: 223km) and Hamburg (HAM: 271km).

The easiest way to reach Göttingen from each of the cities is by train. There are fast trains (ICE) and slower regional trains. Tickets and schedule:

<https://www.bahn.com/en>

Public transport in Göttingen: <https://www.goevb.de/fahrplaene/fahrplaninformationen>

Welcome Guide: <https://www.uni-goettingen.de/de/document/download/d2e49dc239cb28f3d7dd5dd9b0d76c11.pdf/2025%20Welcome%20Guide%20Incoming%20Staff.pdf>

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