



Collegial Empowerment: BMshE Power Teams within the DGBMT

What is Collegial Empowerment?

Collegial Empowerment supports you in achieving challenging goals by joining forces with a small group of like-minded peers – a so-called "Power Team." These teams meet regularly to exchange experiences, advise one another, and reflect on their own progress.

Perhaps you've already heard of concepts such as Success Teams or Lean-In Circles – Collegial Empowerment is based on similar approaches and offers a structured method to help you realize your goals.

This Collegial Empowerment Programm was initiated by the technical committee BMshE (Women in Biomedical Engineering), and organized in collaboration with the DGBMT office.

What are the goals?

The program helps you achieve your personal professional goals. The focus is on self-reflection, commitment, and exchange with others.

Possible goals could include:

- Entering the workforce
- Completing your studies or doctorate
- Building your own research group or professorship
- Securing funding
- Preparing an application for a professorship or leadership position
- Transitioning from academia to industry or vice versa
- Organizing and carrying out a stay abroad

The goals should have a longer time horizon – between three months and three years – and aim for concrete results.

Who can participate?

The program is aimed at all women* working in the field of Biomedical Engineering or pursuing a career in this area – regardless of whether you are currently studying, pursuing a doctorate, at the beginning of your career, or already in a leadership position.

Requirement: You should be able to formulate a clear goal for yourself that you would like to achieve within your Power Team.

Voraussetzung:

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How does Collegial Empowerment work?

Group formation:

You become part of a team of 4-5 people with similar professional contexts and goals. These small, consistent groups create a trusting atmosphere.

Regular meetings:

Your team meets every one to two weeks for about an hour, preferably online.

Long-term planning:

At the beginning, you set yourself a SMART goal (Specific, Measurable, Attractive, Realistic, Time-bound) and create a detailed action plan with milestones.

Structured meetings:

Each meeting follows a clear guide with reflection questions:

1. What results have I achieved since the last meeting?
2. Were there any deviations from the plan? Why?
3. What are my most important goals until the next meeting?
4. What do I need to do to achieve these goals?
5. What obstacles exist, and how can I overcome them?

Reflection:

Your long-term plan is regularly reviewed and adjusted, approximately every six months or after a quarter of the planned time.

Optionally, you can organize a joint focus weekend with your team to deepen your collaboration.

What do you gain from participating?

Clarity: You create structure for your goals and stay focused.

Exchange: You benefit from the ideas and experiences of others who are tackling similar challenges.

Commitment: Regular meetings motivate you to stay on track.

Network: You build valuable contacts in the field of Biomedical Engineering.

How can you participate?

Registration is done via a short form in which you provide your goal, your professional context, and your time horizon. This information helps us form suitable groups.

Current information, links and contact information are available online.

Technical Committee BMshE

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