

## Liesel Beckmann Symposium 2014

The **Liesel Beckmann Symposium 2014** aims to bring together international researchers within the field of gender studies in organizations and experienced practitioners from different organizations such as small and large private organizations as well as academia itself. It aims to stimulate the discussion of solutions for new ways of working against the background of current findings on gender and diversity in organizations. Therefore, the symposium will start with three key notes on gender and diversity in organizations, which present latest research findings focusing on perceptions of competence, appointment of leadership positions and the gender pay gap. The key notes will be followed by workshops, which will be focused on how organizations can solve these issues and find the best ways of working for all employees.

The symposium will be rounded up by a panel discussion of experienced practitioners and decision-makers from different organizations on solutions for new ways of working.

## Information and Registration

### Target Group

Students, researchers, and practitioners from organizations.

### Registration

Please send an e-mail to **brosi@tum.de** including your title (if applicable), name and organization. Please also let us know if you need a confirmation of attendance. Participation is free of charge.

### Workshops

Each participant can only take part in one of the workshops. Please let us know about your first and second priority when registering. Registrations are assigned on a "first come, first served" basis.

### Childcare

If you need childcare arrangements during the symposium, please contact us for more information.

### Registration Deadline

Please send in your registration by  
**Friday, October 17, 2014.**

### Contact

TUM Chair for Strategy and Organization  
Dr. Prisca Brosi  
brosi@tum.de

### Location

**Technische Universität München**  
**City Campus**  
Arcisstraße 21  
80333 München



Technische Universität München  
TUM.Diversity

Diversity in Organizations

# Solutions!

## New Ways of Working



 **LIESEL BECKMANN  
SYMPOSIUM 2014**

**Monday, November 3, 2014**

**Technische Universität München**  
**City Campus**

## Program

- 09:00–09:30 **Registration\***
- 09:30–10:00 **Welcome** Room 0360  
 Prof. Isabell Welpé (TUM)  
 Prof. Klaus Diepold (Vice President, TUM)
- 10:00–11:00 **Keynote** Room 0360  
**Same behavior, different consequences: Gender bias at work.**  
 Prof. Madeline E. Heilman (New York University)
- 11:00–11:30 **Networking Break and Coffee\***
- 11:30–12:30 **Keynote** Room 0360  
**Beyond the glass ceiling: The glass cliff and the precariousness of women's leadership positions**  
 Prof. Michelle Ryan (University of Exeter)
- 12:30–13:30 **Keynote** Room 0360  
**The gender pay gap: Is it simply a lack of recognition of women's contributions?**  
 Dr. Clara Kulich (University of Geneva)
- 13:30–14:30 **Networking Break and Lunch\***

### Parallel Workshops:

- 14:30–15:30 **Performance evaluation in organizations** Room Z534  
 ① Prof. Madeline E. Heilman (New York University)  
 Discussant: Dr. Prisca Brosi (TUM)
- 14:30–15:30 **Promotion and appointment decisions in organizations** Room Z536  
 ② Prof. Michelle Ryan (University of Exeter)  
 Discussant: Dr. Lisa Horvath (TUM)
- 14:30–15:30 **Rewards and managerial remuneration in organizations** Room Z538  
 ③ Dr. Clara Kulich (University of Geneva)  
 Discussant: Tanja Schwarzmüller (TUM)

- 15:30–16:30 **Networking Break and Coffee\***
- 16:30–17:30 **Panel Discussion** Room 0360  
**Lösungen! Neue Wege zum Umgang mit Gender- und Diversity-aspekten in Organisationen**  
 Prof. Sabine Doering-Manteuffel (University of Augsburg)  
 Dr. Rudolf Gröger (Munich Business School, former CEO of O2)  
 Dr. Beate Merk (Minister of State, European Affairs and Regional Relations)  
 Prof. Gerhard Müller (TUM)  
 Bettina Reitz-Luebbert (Bayerischer Rundfunk)  
 Moderation:  
 Prof. Isabell M. Welpé (TUM)
- 17:30–18:30 **Reception\***

\* Room: Immatrikulationshalle

## Liesel Beckmann (1914–1965)



Liesel Beckmann was the first female professor at Technische Hochschule München (now TUM). She received her degree in Economics in 1937 at the University of Bonn, where she also finished her doctoral degree in Business Administration one year later. She followed her teacher, Professor Rössle, to Technische Hochschule München in 1938 and became his assistant, which also gave her the possibility to teach. She was awarded her postdoctoral degree for a thesis on “The Position of Skilled Trades in Economics”, and became an Associate Professor of Business Economics in 1946.

Photograph: Historic Archives, TUM

## Organizers

The TUM Institute for Advanced Study (TUM-IAS) offers internationally renowned scientists a working environment far away from everyday administrative charges. With its Fellowship program, the TUM-IAS brings scientists together on three levels: early-career and experienced researchers, scientists from international research institutions and from TUM, and academic and industrial researchers. The Fellows jointly define, develop, and establish new research fields fit for the future.

TUM.Diversity and Talent Management is the place to go to for any questions around gender or diversity at TUM. The diversification of the university's culture is all their activities' main objective. One of their current issues is the implementation of gender aspects in the Excellence Initiative.

The Chair for Strategy and Organization of Professor Isabell M. Welpé targets topics in the areas of leadership, innovation and organization. New ways of work thereby spans over several research projects of the Chair such as for example performance evaluations, employer branding, and work flexibility. Furthermore, the Chair has been the coordinating project partner in a BMBF and ESF funded research project on the evaluation and selection of leaders, which focused on gender differences in business. Within this project, members of the Chair developed a training program targeting to enable decision-makers in organizations to de-bias and improve evaluation and selection decisions in organizations.