



HR Department of Palacký University Olomouc invites **PhD students, young researchers and everyone who is interested in the topic** to online workshops:

## **Kaleidoscope Career Model and Gender Bias**

**23. 5. 2023 | 11:00–13:00 (CET)**

**UP Lecturer: Dita Palaščíková**

Through advancing knowledge the universities contribute to the well-being and prosperity of the whole society. However it is mainly women in academia who have been widely known to experience challenges such as institutional barriers and family-related issues in developing their careers. Compared with men, women in academia have experienced extra pressures in coping with challengeable workloads and dealing with issues of work and family interaction, gender stereotypes and multiple roles in work and family domains.

One of the next generation gender based career concepts, the Kaleidoscope Career Model (KCM), describes how individuals change the pattern of their career by rotating the varied aspects of their lives to arrange their relationships and roles in new ways. It was inspired by the alarming talent drain of highly trained women, largely working mothers, who choose not to aspire to the corporate executive suite in USA. It also aims to better understand women's needs in careers in order to help organizations make changes to better attract and retain female talent. The purpose of the lecture is to share inspiration of the model and its potential application to academic environment.

You can register **here**.

## **Organisational Culture from a Neuroscience Perspective**

**31. 5. 2023 | 11:00–13:00 (CET)**

**UP Lecturer: Dita Palaščíková**

Universities just like organisations can thrive with empowered and engaged employees. Gallup's meta-analysis of decades' brought the data: high engagement (meaning having a strong connection with one's work and colleagues, feeling like a real contributor, and enjoying chances to learn) leads to the most positive outcomes for both individuals and organizations. As the reward the organisation will receive higher productivity and better-quality impact.

Building a culture of trust is what can make a meaningful difference. Employees in high-trust organizations seem to be more productive and energetic, cooperate better and stay longer than people working at low-trust companies. The purpose of the lecture is to share knowledge and experience how to foster trust by using neuroscience research.

You can register **here**.