

THINK TANK Lab

A JOINT
PROJECT BY

DGAP

MERICS
Mercator Institute for Global Studies

KINDLY
SUPPORTED BY

STIFTUNG
MERCATOR

rb
Robert Bosch
Stiftung

Think Tank Leadership and Management Training September 17-19 and October 15-17, 2025, in Berlin

Call for Applications

Do you work in middle management at a think tank and juggle research work and project proposals? Do you manage a team and would like to train in personnel management?

We are very thrilled to announce the second edition of the Think Tank Lab's Leadership and Management Training and look forward to your application!

In this comprehensive training, you will learn how to balance the diverse priorities of your role: **effectively leading teams, orchestrating complex projects, and navigating the fundraising landscape**. Tailored to the needs of **mid-level think tank professionals**, the program addresses these challenges and helps you advance your career in the sector.

Program

Through a combination of **expert input and practical exercises**, you will gain tools and methods to excel in your role and apply appropriate practices for agile think tank work.

The training offers a great opportunity to **connect with peers and industry experts, expand your professional network, and exchange on common challenges**.

- **Module I – Sectoral Change and Managing Research Projects**
September 17, 2:00 PM – September 19, 6:00 PM, MERICS (Berlin)
- **Online Peer-Learning Sessions – Working on Leadership Challenges**
September 23, 09:30 AM – 11:30 AM
October 7, 2:00 PM - 4:00 PM
- **Module II – Leading a Team and Organizational Change**
October 15, 2:00 PM – October 17, 6:00 PM, DGAP(Berlin)

Curriculum



Learning Objectives

The Think Tank Leadership and Management Training is based upon a competency framework specifically designed to **enhance critical leadership skills** in the “business of expertise”, tailored to the think tank (or “applied research”) environment.

During the program, you will apply practical management approaches and reflect on sectoral shifts as well as your leadership responsibilities.

After completing the program, you will be able to:

- Understand sectoral change and its implications for the business of expertise and the role of think tanks;
- Develop and position impactful research strategies in a changing market of ideas;
- Design and manage effective research projects in a think tank environment;
- Define and advance your role within and beyond your organization;
- Shape organizational development – bottom up, top-down and across teams;
- Catalyze team success through effective guidance, feedback, supervision and mentorship.

Participants

The training program is open to professionals from think tanks and policy-oriented research institutions **with a team leadership position** based in Germany. Participants should have **research project management** as at least one of their responsibilities.

Benefits for Your Think Tank

- Strengthen staff and leadership capacities;
- Foster a culture of innovation, collaborative problem-solving, and continuous improvement;
- Adapt to evolving policy landscapes and stakeholder expectations;
- Set impulses for organizational change in the think tank landscape;
- Expand networks and partnerships with think tanks and key stakeholders.

Tuition Fee

Participation in the Leadership and Management Training is possible for a fee of EUR 790,00 (excl. statutory VAT).

The tuition fee covers all expert lectures, learning materials, lunch and coffee breaks, as well as access to the Think Tank Lab community and alumni networks. The fee does not include travel and accommodation. Participants are responsible for arranging and covering these costs themselves.

How to Apply

To apply, please complete the [ONLINE APPLICATION FORM](#), which asks you to describe your motivation and leadership challenges, and upload the following documents:

- A CV indicating your professional experience in think tanks/research institutions.
- A letter of support from your current employer. A template can be found [here](#).

The application deadline is May 4, 2025.

The participants of the 2025 cohort will be announced no later than **May 20, 2025**.

Selection Process

Participants will be selected on the basis of their experience and expertise, their challenges, and on how the program will support them at this point in their career. The Think Tank Lab team will take into consideration the background of other participants to ensure a diverse cohort.

Information Webinar

For interested participants and organizations, an **information webinar will take place on March, 26, 2025, from 12:00 – 01.00 PM (CET)**. To participate, please register [here](#).

Contact

Wanda Nick
MERICS Lead Think Tank Lab

E-mail: leadership.training@thinktanklab.org

Web: www.thinktanklab.org

The Leadership and Management Training is an offer of the Think Tank Lab, a project of the German Council on Foreign Relations (DGAP) and the Mercator Institute for China Studies (MERICS). It is kindly supported by the Stiftung Mercator and the Robert Bosch Stiftung.