

TENDER: Trainer of one or more modules within the initiative AUDIOVISUAL WOMEN

The [Erich Pommer Institut](#) is one of the leading providers of professional training for the German and European media industry. Besides conferences, master's programs and online courses, EPI hosts over 40 advanced training events with over 700 participants every year – in Germany, across Europe and the World.

AUDIOVISUAL WOMEN: CALL FOR SUBMISSIONS / TENDER

Audiovisual Women equips female professionals in management positions as well as hiring managers in audiovisual companies with the necessary skills and tools to drive change, embrace the opportunities of digitization and achieve a cultural shift within. The highly interdisciplinary program offers advanced training in digital leadership, managing innovation and digital change as well as gender equality management. Exclusive networking opportunities and designated 1-1 business coaching complete the training elements and boost the women's professional development.

The highly interactive program offers a hand-picked mix of intensive training, innovative learning, coaching, pitching and networking opportunities, tailor-made to the needs of the program. Through this curated approach, *Audiovisual Women* enables a significant increase in industry exposure and business opportunities for the female professionals, their companies and projects.

The first edition of *Audiovisual Women* will run between October 2022 and March 2023 and will consist of 5 modules. We are now looking for experienced business trainers and coaches, fluent in English, to design and execute Modules 1 - 5 as live and online workshops or 1-1 business coaching sessions. The participant group will consist of no more than app. 15 women who have a proven track record in the audiovisual industry (min. 5-10 years of experience) and want to take the next step in their careers.

More information can be found on our website: [AUDIOVISUAL WOMEN - EPI](#)

Proposals (details below) should be submitted via e-mail to Katarzyna von Matthiessen kvm@epi.media by July 04, 2022.

PROPOSAL DESCRIPTION*

Priority will be given to the proposals with an interactive and innovative design

Information to be included in the proposal (please submit everything in English):

- a. Short resume and evidence of suitability / expertise (testimonials, references): Professional background in the audiovisual industry or other relevant industry sector; Experience with the proposed subject(s), incl. training/coaching specifically for women (2 pages max)
- b. Concise workshop proposal(s), incl. detailed description of proposed content and methodology (1-2 pages per workshop max)
- c. Cost / honorarium in EUR incl. VAT

The proposals can be submitted for one or more of the following modules of the program and should be submitted separately as one single PDF for each module:

* The proposals are non-binding and there is no guarantee of implementation.

MODULES	Dates & Scope
Module 1: Transformational Leadership & Entrepreneurship <p>This part of the program focuses on the profile and personality of the participants, understanding their strengths and how they can use and communicate these best to successfully position themselves as female leaders in the audiovisual industry. It should address topics and subjects such as:</p> <ul style="list-style-type: none"> - Understanding who you are, what drives you and how to position and lead yourself (defining your values, needs and mission, self-empowerment, resilience, etc.) - Leadership and motivation (leadership styles, what makes a successful leader, motivating your team, etc.) - New work leading in a complex and ever-changing world (female leadership, agile leadership, leading diverse teams, etc.) - Entrepreneurship, building sustainable business and designing your career 	<p><u>Dates</u></p> <p>October 2022, live on-site workshop, tbd</p> <p><u>Scope</u></p> <p>4 days à 8 hours (excl. breaks)</p>
Module 2: Individual Coaching <p>This part of the program is a self-learning phase supported by individual sessions with a designated business coach. Topics will be exclusively adapted to the needs of our participants, these may include digitization, pitching, female empowerment, communication, leadership, self-marketing and negotiation etc.</p> <p>For this module a detailed proposal is not applicable.</p>	<p><u>Dates</u></p> <p>November 2022 – March 2023</p> <p><u>Scope</u></p> <p>5 sessions of 1-1 coaching per participant</p>
Module 3: Communication and Self-Marketing <p>This module focuses on advancing the ways of self-marketing and communication of different levels. It should address topics and subjects such as:</p> <ul style="list-style-type: none"> - Interpersonal communication and conflicts (levels of communication, understanding conflicts, effective communication as a female leader, etc.) - Communication who you are (self-marketing, positioning and branding yourself, etc.) 	<p><u>Dates</u></p> <p>February 2023, live online workshop</p> <p><u>Scope</u></p> <p>2 days à 6 hours (excl. breaks)</p>
Module 4: Innovation and Change Management in the Audiovisual Industry <p>This workshop aims to equip the participants with the tools and methods to manage change, sustain and grow their business and successfully interact with other industry professionals. It should address topics and subjects such as:</p> <ul style="list-style-type: none"> - Change management (theory and practice, psychological basics of change management, etc.) - Innovation management in the VUCA World (innovation opportunities, digital trends, etc.) - Agile organization and organizational development 4.0 (possibilities of agility, New Work, Transformational Leadership, etc.) - Navigating the world of business (resilience, change management in audiovisual industry, innovation potential, etc.) 	<p><u>Dates</u></p> <p>March 2023, live on-site workshop, Berlin</p> <p><u>Scope</u></p> <p>4 days à 8 hours (excl. breaks)</p>
Module 5: Modern Gender Equality and Diversity Management <p>This part of the program is aimed at hiring managers or respective decision makers in the companies of the participants. This module focuses on the possibilities and implementation tools of gender equality and diversity management and diversifying teams in the companies. Following topics should be addressed:</p> <ul style="list-style-type: none"> - Gender Equality and Diversity Management (analysis and strategies of GEDM, implementing GEDM in the companies, developing and pitching a GEDM strategy, case studies, etc.) 	<p><u>Dates</u></p> <p>March 2023, live online workshop</p> <p><u>Scope</u></p> <p>2 days à 6 hours (excl. breaks)</p>