

Corporation



# WIN-BIG BALTIC EVENT

Empowering Women in the Baltic Blue Economy:  
Innovation, Growth, and Connection

5-6th November |  
Kiel, Germany

\* TWO  
VENUES

Organised by:  **s.pro**  
sustainable  
projects



Blaue  
Bioökonomie



Kiel University  
Christian-Albrechts-Universität zu Kiel

\* UNI KIEL

SEEBURG \*

# ABOUT

## Empowering Women in the Baltic Blue Economy: Innovation, Growth, and Connection

The [Women in the Blue Economy \(WIN-BIG\) Baltic Event](#) is part of a series of three regional Sea Basin events (Mediterranean, Baltic and Atlantic) organised by the [WIN-BIG project](#) to strengthen gender inclusivity in the Blue Economy across Europe.

This 2-day event will address the barriers women in the Baltic Sea face in the different Blue Economy sectors, host Learning Labs to help climb the career ladder, and bring together professionals, leaders, and inspiring women to foster a space for knowledge sharing, skill building, and connection.

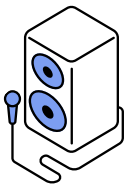
Whether you work in shipping, marine energy, aquaculture, research, coastal tourism, ocean technology, or any other sector of the Blue Economy, this event is designed to equip you with tools and networks to grow professionally and inspire change.

The event will be held in English.



## WIN-BIG BALTIC EVENT

### Conference



The Conference Day represents the opening session of a 2-day event. It creates a space for open discussion, knowledge-sharing and collaboration among representatives at regional level. These sessions are designed to explore challenges, share innovations, and highlight strategies to promote inclusivity and equality in the Blue Economy. This half-day event provides an engaging opportunity to exchange ideas, strengthen professional relationships, and gain insights into the latest developments in the Baltic Blue Economy.

*\*Attendance expected: **120 participants**.*

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### Learning Labs



The Learning Labs Day offers a practical, hands-on learning experience for empowering women in the Blue Economy by identifying and filling in capacity gaps. Participants will join interactive workshops where each session will be facilitated by mentors and experts, providing insights and fostering collaboration among attendees. By focusing on skill-building and professional growth, the Learning Labs will help participants navigate challenges, drive innovation, foster leadership qualities in the Blue Economy and encourage networking.

*\*Please note that attendance will be **limited to 60 participants***

## WIN-BIG BALTIC EVENT

### Movie Screening



The WIN-BIG Baltic Event will host the special screening of the documentary “[Women from the Sea-Azores](#)”, a project that reveals the sea that runs in the souls of women, to whom the sea is a way of life. These women have in the sea their source of experiences, their inspiration, their survival, and for all this, they are their great protector. Join us for the movie and the intervention of the film’s director Raquel Clemente Martins.

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### Retreat



The Women’s Retreat Day empowers women professionals and leaders in the Blue Economy by fostering confidence, creativity, and meaningful connections. Alongside storytelling and mentorship, the program features the workshop “**Bodies of Water: dancing feminist care**”, where participants explore embodiment and creativity through water-inspired movement, afro-diasporic cultural practices, and hydric feminism. This unique blend of activities provides participants with valuable insights for personal and professional development while building a supportive community of like-minded professionals and mentors.

*\*Please note that attendance will be limited to the first 40 participants that register to the session*

# Programme Draft



## DAY 1

**CONFERENCE DAY &  
LEARNING LABS PT.1 |  
NOVEMBER 5th**

 **Venue: Seeburg**



### CONFERENCE DAY

#### Opening

**9:00AM – 9:30AM**

Welcome + Registration

**9:30AM – 10:00AM**

#### **WIN-BIG in the Baltic**

- WIN-BIG Intro – Mariana Mata Lara, SUBMARINER Network
- WIN-BIG Baltic overview – Hasmik Gregorian, University of Galway

**10:00AM – 11:00AM**

#### **Panel 1 – Women entering the Blue Economy**

*Breaking Barriers and Building Pathways for Female Leadership in Blue Sectors*

## CONFERENCE DAY

- Angela Schultz-Zehden – SUBMARINER Network
- Zoe Dippel – Marine Division, BMUKN
- Tina Martens – Department of Mobility & Public Works, Flanders
- TBC – Ministry of Environment

**11:00AM – 12:00PM**

### **Panel 2 – Blue bioproducts, the female perspective**

*Navigating Challenges, Celebrating Successes, & Building Allyships in Women-led Marine Biotechnology Innovation*

- Rasha Shtay – Kiel University
- Anne Stald Møllmann – Havhøst
- Julia Lange – Kiel University
- Eva Strothotte – FuE-Zentrum FH Kiel
- Ben Schwedhelm – My Spirulina

**12:00PM – 13:00PM**

### **Panel 3 – Citizen engagement**

*Empowering Communities and Amplifying Women's Leadership*

- Mette Aaskov – Blue Research ApS
- Kristina Hartwig – Kieler Meeresfarm
- Louisa Günzel – Sailing4Science
- Julia Ochs – Ocean Gallery

**13:00PM – 14:00PM**

**LUNCH**

**14:00PM – 16:00PM**

**LEARNING LAB 1 – Intellectual property: Your Ideas, Your Power**

- Melanie Müller – BOEHMERT & BOEHMERT

This learning lab will demystify the fundamentals of intellectual property – copyrights, trademarks, patents, and trade secrets – using real examples from the marine sector. Through practical checklists and collaborative exercises, participants will gain concrete tools to develop safe strategies and ensure their intellectual assets are properly recognized and valued.

**16:00PM – 17:00PM**

**LEARNING LAB 2 – The Negotiation Game**

- Helena Vieira – University of Aveiro
- Julia Lange – University of Kiel

Negotiation isn't just about asking for more—it's about knowing your worth, finding common ground, and communicating with clarity and purpose. You'll explore how gender dynamics can affect negotiation, learn tactics to navigate male-dominated environments, and practice building your confidence in high-stakes conversations.

**17:00PM – 17:30PM**

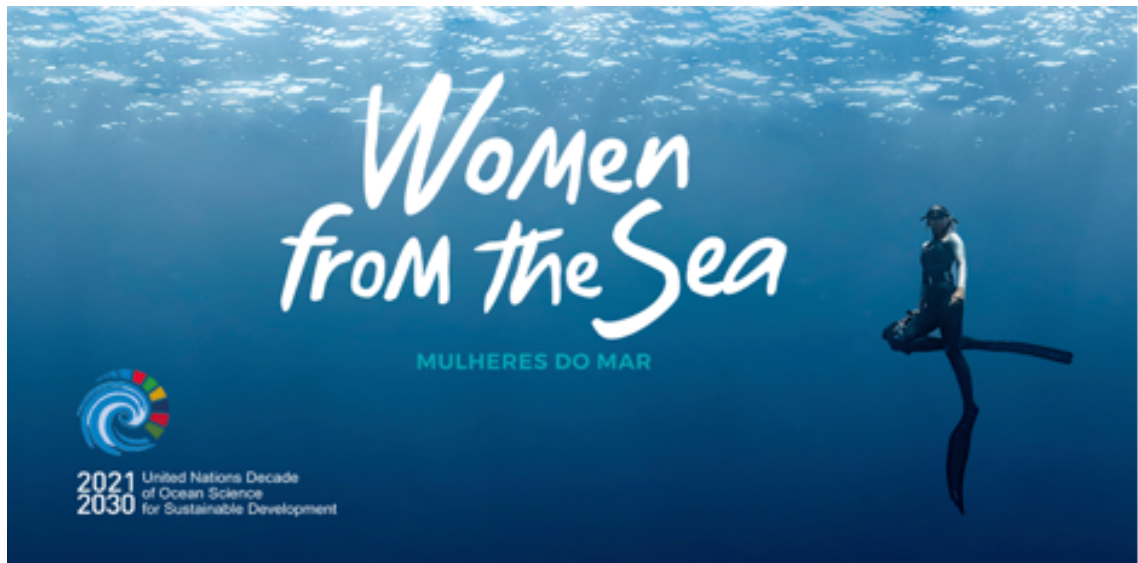
**Wrap up**

**17:30PM – 19:00PM**

**WOMEN FROM THE SEA-AZORES SCREENING**

- Raquel Clemente Martins- Help Images

## MOVIE SCREENING



Join us for an exclusive screening of the documentary "**Women from the Sea - Azores,**" **introduced by the film's director, Raquel Martins.** This powerful film explores the deep connection between women and the sea, revealing how the ocean is not just their livelihood, but a way of life that runs through their very souls.

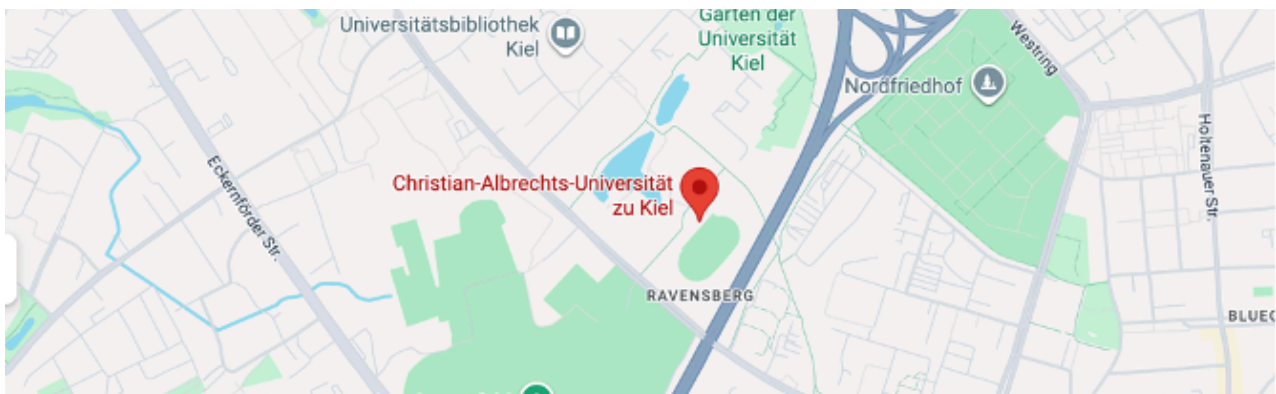
**19:00**

**END OF DAY 1**

## DAY 2

## LEARNING LABS PT.2 & WOMEN'S RETREAT | NOVEMBER 6th

 Venue: Kiel University



### LEARNING LABS

**9:00AM – 11:00AM**

### **LEARNING LAB 3 – Funding Fundamentals: Innovation vs. Research**

Navigating the funding landscape can be complex—especially when moving from research to market-driven innovation. This learning lab breaks down the differences between research project funding and innovation funding, and explores how to build basic finance skills, and how to frame your ideas for the right audience.

- Angela Schultz-Zehden – SUBMARINER Network
- TBC

**11:00AM – 11:30AM**  
**COFFEE BREAK**

# LEARNING LABS

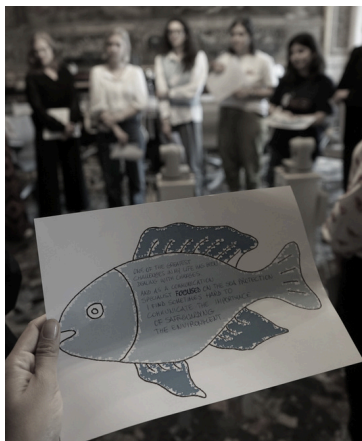
In this interactive learning lab, we'll explore how our backgrounds—whether educational, cultural, or professional—shape the way we communicate. We will identify our own styles, uncover biases, learn about storytelling and adapt our messaging to effectively engage with diverse audiences.

- Raquel Clemente Martins – Help Images
- Tina Mertens – Diversity & Inclusion Toolbox

**14:30PM - 17:00PM**

# WOMEN'S RETREAT

- Fish in a Pond
- Bodies of Water: dancing feminist care



## WIN-BIG Baltic Event

## WOMEN OCEAN CHAMPIONS

As part of the WIN-BIG Baltic Event, we are thrilled to feature an exhibition highlighting some of our **Women Ocean Champions from the Baltic Sea region**. This exhibition will showcase the incredible work and contributions of women leading the way in ocean conservation, blue innovation, sustainable marine practices, and community engagement across the Baltic.

By celebrating these inspiring role models, we aim to raise awareness of the crucial role women play in shaping the future of our oceans, while also encouraging the next generation of leaders in the blue economy.

The exhibition will offer a unique opportunity to learn from their experiences, reflect on the challenges they've overcome, and discover how they continue to drive impactful change within their communities and beyond.



## Kiel Castle by Première Classe



Danish Street 12-16,  
24103 Kiel, Germany.

It offers quiet rooms, free Wi-Fi, and a daily breakfast buffet. Located in the center of Kiel, close to Kiel Castle and the Schwedenkai.

## Comfort Hotel Tom Kyle



Langer Segen 5a,  
24105 Kiel, Germany.

This 3-star hotel in Kiel offers spacious rooms, free Wi-Fi, and a rich breakfast buffet. It is located 500 meters from the Kiel Fjord and the Old Town. If you are attending both days, the location is ideal to switch between venues.

## Hotel Flämischer Hof



Flemish Street 4,  
24103 Kiel, Germany.

Located on the edge of Kiel's Old Town, this hotel offers bright and modern rooms and a daily breakfast buffet.

## More on booking



[Explore more](#)

You can choose staying closer to Seeburg or to the University of Kiel. The link takes you to booking available options during those dates.

# The project



## WIN-BIG

The WIN-BIG project is addressing the gender imbalance and capacity gaps across Blue Economy sectors in the EU to support women joining and climbing their way up the value chain. Our ambition is to make the European Blue Economy industry more gender-balanced and sustainable.

### WHAT WE DO

#### DATA COLLECTION



We gather and analyse data report on the gender status of BuE sectors across the 6 EU sea basins to identify skills gap and needs.

#### CAPACITY BUILDING



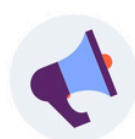
We develop tailored training modules and Learning Labs to boost women's capacities in entrepreneurship and innovation.

#### COMMUNITY BUILDING



We organise tailored Women in BuE Sea Basin events and foster collaboration opportunities for women professionals.

#### SUCCESS STORIES PROMOTION



We promote female role models and women's leadership to debunk gender bias and inspire more and younger women.

### OUR BuE SECTORIAL FOCUS



Blue sports and sustainable tourism



Blue bioeconomy



Marine renewable energy and robotic



# Organisers



## s.Pro

A key partner in the WIN-BIG project and responsible for the capacity building and coordination of the Learning Labs. s.Pro has extensive expertise in the blue economy and stakeholder engagement, as well as event management.



## Submariner Network



A valued member of the WIN-BIG Advisory Board, plays a pivotal role in connecting and supporting stakeholders across the Baltic region to accelerate the transition towards a sustainable blue economy.

## Kiel University

An important partner in hosting the event, provides the ideal setting to bring together thought leaders, innovators, and experts from academia, research, and industry.



## Blaue Bioökonomie



Also helping host the event, focuses on the sustainable development of the Blue Economy across Germany. Blaue Bioökonomie is at the forefront of advancing innovative solutions and practices that drive a sustainable marine economy.

# Connect With Us



**Website**

[winbigproject.eu](http://winbigproject.eu)



**Social Media**



@winbig\_eu



@winbigeu



Co-funded by EMFAF