



“Sadly, women have a reputation for making work life difficult among themselves. Wrongly. More and more women join forces and support each other. That is a good development.

Men have always done that.”

Ingeborg Pongratz - Leader of the department in nursing and intensive care services and ventilated patients at home- Akademie Leitung

1) Can you tell us something about yourself? (General information about yourself, such as name, where you live, hobbies or anything else)

Hello, my Name is Ingeborg Pongratz, I am 43 years old and I live with my boyfriend, his two kids and our dog Ben in Bavaria. I am a trained intensive care nurse and I have worked for about 17 years in Intensive Care Unit at a big Hospital in Regensburg. I love to go running and enjoy the wonders of nature when I walk my dog.

2) Could you make a short description of your job as an intrapreneur?

When I was 37 years old, I had 4 years of studying Management in Health Care, without knowing how it will continue afterwards. First, I worked at an international group of a nursing service, but I was unhappy because of a strict hierarchic framework, no freedom of choice and a lot of overtime. After a few months I received an offer from a nursing academy. I didn't hesitate and I accepted it immediately. Now I run a small department in nursing and intensive care services and ventilated patients at home. I work on my own responsibility, autonomously, and I can be creative. In addition to planning and organizing trainings, it is my task to win customers and plan my budget.



3) How did you become an intrapreneur? Did you have to change anything in yourself to become one?

It's a years-long development. First, you do one training after the other. I have gained a lot from all of them, such as: knowledge, self-determination, creativity and freedom. I already think, you have to be a type for independent work. You have to be open for new ideas and have a talent for time-management. And have fun with it.

4) What inspires you?

In my working life, I have had many encounters with wonderful, inspiring people. But my biggest guiding principle was to take every problem as a challenge.

5) What is the most interesting part of your job?

My job is to be always updated in the Health care area. Also, the finances and the organization are very important. But the most interesting is probably networking. To distinguish the good relations from the less good ones.

6) What is the most challenging part of your job?

To reconcile the different tasks and stay efficient.

7) Were you ever put in a position where you doubted yourself as a female intrapreneur?

No, never. We have a lot of female executives in our company. Perhaps because the health service was always a female part in the history. We also have a great male boss, who is always there for us via the short route.

8) What strategies do you see as a key for developing innovative ideas?

To create the best working ideas in the meeting with the Work-Peer group. So, people who also pursue big plans and dreams. In the company, also through regular brainstorming in a small circle and in the interdisciplinary round.

9) Do you plan or consider to make something on your own? For example your own school?

Not really. I enjoy my position with the security of an employee and the freedom of an independent leader.

10) What would you say to encourage more women in leadership?

Yes, absolutely! Sadly, woman have a reputation to make work-life difficult among themselves. Wrongly. More and more women join forces and support each other. That is a good development.

Men have always done that.



Interview: Dije Shatri

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