



Beaming Turtles Reloaded 2011/12

Mentoring-Program of Club Alpbach Medica
Information for Applicants

Go Alpbach - Go Future

What do turtles and the health and welfare systems in Europe have in common? Shape your own future ... now!

If turtles move on mainland, on tuff ground, their coming forward seems to be hard and slow. The developing process of the European health and social systems seems to be similar.

If turtles move in the ocean – the surrounding, the conditions have changed - they do it with elegance, effortlessnes and unbelievable dynamic.

These days one shift of paradigm is followed by the next change within health care and welfare systems in European regions: demography, new structures of education and new health professions enlarge the diverse image of these systems, the change of structures as a consequence, processes of optimization, product innovations, e-health, globalization, the pursuit of quality and financability etc. So many aspects and parts are changing simultaneously, as if Professor Zeilingers (an Austrian well known Professor of physics) efforts to bring beaming form the lab into daily life, would already have become real.

But, STOP! Who should implement all that? Some of the wise and elder generations are waiting for their well earned retirement and leave the systems within the next few years. Differently socialized, trained and educated young generations are pushing forward to implement and contribute with all they have learned to make these systems a great place to work for sick and ill people.

There's a need of enthused visionaries and pioneers, dedicated talents who are willing to transform these systems, to commission their potentials for a good cause – provide treatment and care for those in need. It needs their engagement beyond a nine-to-five job, their esprit, their verve – and it needs trust, integration and appreciation from the already acting.

Communication culture as the key for sustainable engagement and contribution

Understanding for the different perspectives and an interest in sustainability is needed: Knowledge and understanding on what the health and social systems of European regions are based on, where they come from and towards which they develop to with an increase in dynamic and complexity. What are the determining factors? What is going-on behind the scenes? How are reforms made and decisions that can really move the systems? Which innovations will be needed and which innovations have already been implemented? How can we manage to afford all of that in future?

It needs trust building measures – a generation-, hierarchy-comprehensive, inter-professional dialog. But the success of this kind of dialog needs interest, time, space and the common development of a dialog culture as the basis for sustainable and future health care and social systems in Europe's regions. That's what the Club Alpbach Medica stands for in order to develop this kind of dialog culture and build a basis for engagement and contribution to the ongoing development and shifts of paradigm of Europe's health and social systems.



Club Alpbach Medica supports talents with interest, engagement and access to health and social systems and conducts them from being dedicated talents to high potentials and high performers to high achievers. Club Alpbach Medica and its cooperating partner organizations support annually up to 30 young talents being between 18 and 35 years old with its over-regional, interdisciplinary as well as inter professional mentoring program.

Club Alpbach Medica

... is engaging together with its cooperation partners and organizations for a change of paradigm and a constructive advancement of Europe's health and social systems. This non-profit and non-governmental organization is led by volunteer mentees of the last five years working in an honorary capacity.

Alpbach Medica understands itself as a pilot organization for modern development of human resources and organizations, management and e-communication and the challenges that are to be taken by the efforts of implementing.

„Turtle-Beaming Reloaded 2011/12“ caught your interest and touched your heart?

You belong to those energy-bursting, persistent, creative and flexible „brains“, who are interested in views behind the scenes of health care and social systems in Europe, how things „function“, how things fall into places, on what assets they are based on, how things come into being, and you are attracted by versatility like a magnet?

Then please, continue reading and feel encouraged to find out whether the mentoring-program is tailor-made for you, your interest, your curiosity:

- ✓ You are ready to use the impulses and contributions by **Club Alpbach Medica and its Club-Cooperation-Partners cautiously and carefully and in an appreciative way?**
- ✓ You are ready **to donate yourself one year of time and attention to unfold your potentials**, experience your limits in a positive, constructive way in the frame given by the organization?
- ✓ You have **steema, take chances, opportunities and challenges** in a courageous way, feel challenged in a creative way by those and are not immediately frustrated by backslashes and stop engaging?
- ✓ You do **take initiative and responsibility** for yourself and partly also for others?
- ✓ You like to work committedly and respectfully in **international und multi-professional teams?**
- ✓ You are ready to reflect and develop yourself, your strengths and weaknesses **in an inter-professional und interdisciplinary, inter-professional environment?**
- ✓ You do have special interest in health care and social systems in European regions?
- ✓ You always wanted to be able to take a glimpse behind the scenes of these complex systems and can't wait to broaden your horizons, move and also implement the impulses of our cooperation- and dialogue-partners in your visionary, innovative concepts and projects?
- ✓ You are open to various professions, cultures, religions, sex – aware of **gender and diversity aspects?**
- ✓ You are interested in various fields and European perspectives, respect these as a bases for innovative and social engagement?
- ✓ You want to **expand your skills** in order to enrich your engagement by the skills gained to support and contribute to the shifts of paradigms in health care and social systems in European Regions?
- ✓ **You want to contribute to a growing, over-generational, inter-professional, regional and international network:** from dedicated Talent >> High Potential >> High Performer >> High Achiever in times of shifts of paradigms including the needed culture of dialogues, positive and constrictive personal contributions and adequate dressing.



In case you can answer all those questions with „Yes, I can“ or „Yes, I do“, ...please, continue reading and find more essential pieces of information for your application and do apply for a grant for the mentoring-program << **Turtle Beaming Reloaded 2011/12** >> starting on the **16th of January until the 24th of April 2011 (22:00)**.

Promotion of Engagement NOT Promotion of Personal Career

The mentoring-program of Club Alpbach Medica is meant as gratification for persons,

- who are engaged and interested over a normal degree in the development and transformation of health care and social systems in European regions,
- who do have diverse education, studies, qualifications, trainings and also practical experiences in cooperating with diverse professions and systems
- who's concepts and projects can be supported, benefit and enriched by the European perspective, by views behind the scenes of European health-care and social systems
- who are interested that their engagement for future health care and social systems in European regions gains even more sustainability

Experience shows that those persons benefit most by the impulses and contributions by the club-dialogue-partners and cooperation-organizations and ensure the true return-on-investment:

By the multiple and diverse impulses they can understand better the various stake-holders' perspectives, motivations, decisions made and can integrate those in their concepts, projects and engagement for future health care and social systems in European regions.

Money often can't reward all the engagement by grant-holders on various systemic levels. Therefore **the grant-holder's engagement is the true return-on-investment for dialogue- and cooperation-partners of Club Alpbach Medica.**

The Mentoring-Program does NOT serve the personal career-promotion or even gaining one more certificate or enrich the career-networking. It is also not meant to gain basic knowledge about the systems or professional skills. For those purposes other postgraduate-programs are more suitable (MBA, MSc etc.).

The following profile and pre-conditions fulfilled by grant-holders have proven supportive

- ✓ diverse interest in health care and social systems in European regions and in international institutions and reports (e.g.: WHO-Health-Report, UN-Millennium-Goals)
- ✓ committed engagement on different levels of these systems in the on-going shifts of paradigms.
- ✓ Capability to share perspectives, experiences and personal expertise with other grant-holders, members and cooperation-partners in different formats: dialogues, fireside-chats, projects etc.
- ✓ interest and joy of dialogues, contributions and constructive engagement, creative taking of opportunities and challenges and sustainability and tolerance of being frustrated
- ✓ courage to be oneself, attentiveness for the personal, individual development
- ✓ Interest in unfolding the personal potentials
- ✓ mobility
- ✓ attentiveness, respect and appreciation for oneself and others
- ✓ enough time: full and active participation in all mentoring-events



Mentoring-Program 2011/12 – Shape Your Future!

Since 2005 Club Alpbach Medica awards **up to 30 grants** for a **Mentoring-Program in Health Care and Social System/ Public Health unique in Europe**. Point of origin of the mentoring-program with international focus is Austria in the very center and heart of Europe. The program starts on 7. June 2011 and ends on 5. June 2012.

Application and acceptance of a grant for this program is well considered and planned. It is time-intensive and commits to participating and contributing fully and actively!

A grant for mentoring-program offers ...

a luxurious plentitude of unique impulses and challenges to unfold the individual and personal potentials, to gain experience in the process from vision to impulse and idea to implementation and needs enough resources of time:

- ✓ the **Grantholder-Celebration**
- ✓ the **European Forum Alpbach 2011 (EFA), Club-Impulses und Activities** during the forum. It includes the participation-fee of the EFA and the costs for accommodation and breakfast of the mentees, but not the travel-costs to Alpbach.
- ✓ the **4 Mentoring-Weekends** (from Friday to Sunday) in **Vienna, Innsbruck, Graz und Linz**. The costs for travelling, accommodation and food during the club-weekends are to be covered by the grant-holders. According to the experiences of former mentoring-programs it takes 150,- up to 200,- EUR per Club-Weekend.
- ✓ the **moderation of at least 1 fireside-chat** during the European Form Alpbach 2011 and at least 1 of the 4 **Club-Dialogues** of the Club-Weekends after preparing in the Skills-Workshops and Moderation-Coaching.
- ✓ The **writing of comments** on time about impulses and club-activities during the EFA and the club-weekends for cooperation-partners.
- ✓ **The cost-reduced or –free participation in events of Club-Cooperation-Partners.**
- ✓ **Engagement in Club-Projects/Programs** together with Club-Cooperation-Partners
- ✓ **Taking chances, challenges and opportunities for constructive personal contributions** to develop the club-life, to put strengths together with the members of the board and a culture of dialogue in future European health care and social systems.
- ✓ A **mentoring-evaluation-talk** at the end of the mentoring-program 2011/12 in may 2012
- ✓ **The Certificate-Celebration**
- ✓ **Contributions for a growing, over-generational, inter-professional, regional and international network:** from dedicated Talent >> High Potential >> High Performer >> High Achiever in times of shifts of paradigms including the needed culture of dialogues, positive and constructive personal contributions and adequate dressing.

Attention!

Please sign and scan the „**Letter of Commitment**“ and **send it** together with the application documents. This is to emphasize the importance of an appropriate time and priority management by the grant-holder for the successful participation in the mentoring program. The signed letter of commitment is an important and essential criteria of grant holder selection of the mentoring-program 2011/12. In order to cooperate constructively it is important to Club Alpbach Medica that also the **Letter and Rules of Cooperation** is respected and obliged by the grant-holder.

Changes of content, enlargement of organizational formats and development of the mentoring



program by the members of the board are part of the continuous, dynamic growth of Club Alpbach Medica. The impulse und dialogue-partners of the mentoring-programs are unique in terms of content, format, atmosphere, number in every mentoring-program (see also results of the Mentoring-Program 2009/10 and CAM-Impulses during the European Forum Alpbach 2010). Therefore complete attendance is mandatory - it is impossible to catch up on missed parts during a future mentoring program.

Due to limited resources it is important that the grantholder with his/her personal needs for exception and change of priorities in life stays within the organizational frame provided. Otherwise, the members of the board decide whether the grantholder is allowed to stay within the mentoring program or is expelled.

If the grant is accepted by the grant-holder but not used accordingly (e.g: incomplete participation, exit of the program due to priorities changed and/or ejection by the members of the board) a fee of 1.500,- EUR has to be paid and transferred by the grant holder to the Club's bank account latest by 5. June 2012.

This fee does not meet the real value of the grant and the contributions by the experts of the mentoring-programs. It is not possible to pay an aliquot rate due to the mentoring-program-parts missed. This rule was established to ensure a careful acceptance and handling of the mentoring and engagement contributions and resources of Club Alpbach Medica and its dialogue and cooperation partners.

Selection of Grant-holders...

The selection of the grant holders is based on the following selection-criteria's. The grant holders are selected by the members of the board of Club Alpbach Medica and confirmed by 2 members of honor. Due to the **complex procedure of selection** a substitute-grant holder cannot be nominated at a later point of time or even during the on-going mentoring-program.

Selection Criterias

- Club-Mission
- Club-Vision
- Club-Values and Club-Value-Cloud
- Complete Documents (CV, Letter of Motivation. Letter of Commitment signed and scanned)

Club-Values

- **Innovation:** Talents with multiple, uncommon combinations of studies, education, training, qualifications are welcome, but multiple studies are not crucial for being accepted.
- **Gender:** 50% of the grant-holders are donated to women and 50% to men
- **Diversity/ Versatility/ Cosmopolitanism:** talents ...
from all Professions and Fields of health care and social systems/ public health are welcome: medicine, veterinary medicine, research, economy, health-economy, law, sociology, philosophy, public health, medical informatics, psychology, health-management, design, architecture, art, music, biology, etc. ...
all Fields of Education, Studies, Training: University, postgraduate Education, College of Higher Education, ...
all different European religions, cultures, ...
working or studying
Different ages and generations (from 19 years up to max. 35 years – end of September 2011)



Application:

Please, note: only complete documents submitted within the application-period will be proceeded. The application-period starts on **16. January 2011** and ends on **24. April 2011, 22:00 (s.t.)**. The grant-holders are informed in case of selection latest **30. April 2011** via eMail.

Documents needed

3 documents are to be submitted only via eMail to dialog@club-alpbach-medica.at:

1. **Curriculum Vitae** (including recent picture/portrait of you)
2. **Letter of Motivation**, answering all of the questions (max. 1,5 pages!):
 - Where do you see a need of development from your perspective in European Health Care and Social Systems?
 - For which of the Millennium-Goals and the WHO-Reports, European and/or Austrian Health/Social Goals do you engage and contribute to reach them. In your opinion – which of them should be paid more attention to?
 - What did you contribute actively in order to do so: in which projects/topics are you engaged and in which role/function? Please, draft its goals, its challenges, the recent situation of this project's progress and results in a few sentences.
 - Where do the Club-Mission/-Vision and –Values reflect in your curriculum vitae so far? What do you have in common with Club Alpbach Medica?
 - What's your motivation to apply for the mentoring-program and to take time and engage for future health-care and social systems in European regions?
 - How does Club Alpbach Medica fit into your future life?
 - Why should the committee selecting the grant-holders 2011/12 chose you and decide for you?
3. **Scanned and signed Letter of Commitment** for the Mentoring-Programm 2011/12

Do you have further questions?

You are invited to pose those via eMail to dialog@club-alpbach-medica.at

Club Alpbach Medica thanks for your interest and attention!