



LUDWIG  
BOLTZMANN  
GESELLSCHAFT  
Career Center

April – December

# PEERS 4 CAREERS

**PROFESSIONAL SUCCESS THROUGH  
PERSONAL ACCOUNTABILITY**

Peers4Careers is a 9-month accountability program. This unique format is offered for the second time by the LBG Career Center to Pre- and Post-Docs of the Ludwig Boltzmann Gesellschaft, Austrian universities, and other Austrian research institutions.

SETTING GOALS  
IS FAIRLY EASY.  
REACHING THEM  
IS OFTEN HARD.

LACK OF TIME  
& SUPPORT LEAVE  
MANY GOALS  
UNFULFILLED.

PEERS4CAREERS  
WILL CHANGE  
THAT!



## THE PROGRAM

Peers4Careers (P4C) is an accountability program. An accountability partnership is a highly effective tool for setting goals and maintaining motivation with support from peers and a trainer. It is unique in its format, as it focuses on self-reflection, collaboration, and motivation.

The program kicks off with a 2-day P4C Retreat. You will define your core values, set a concrete goal, and lay out action steps towards reaching it. For 9 months, you will dedicate time each week to reaching that goal. Your peers will keep you motivated and an experienced coach will guide you to growth and success.

### THE MORE YOU PUT IN, THE MORE YOU GET OUT!

Join now to gain accountability and reach your goals. Consistent, steady progress and peer support will accelerate your success!

## PARTICIPANTS

This year cohort will welcome up to 16 participants. It is perfect for researchers who want to excel at their **current roles** and those preparing for a **career change**.

## PEER MATCHING

During the program, participants will be matched in groups – your P4C Pods. Since members of each P4C Pod will motivate and support each other during the P4C Journey, a wide range of voices, viewpoints, and experiences add value to P4C Pods.

## PROGRAM LANGUAGE

English is the leading language for researchers across the globe. For that reason, the program will be in English.

# PROGRAM ELEMENTS



## P4C LAUNCH

- ✓ Learn about the P4C framework
- ✓ Realize the power of personal accountability
- ✓ Pinpoint your own core values



## P4C RETREAT

A two-day interactive kick-off workshop:

- ✓ Learn about motivating & supporting each other
- ✓ Start building a peer network
- ✓ Set a concrete goal
- ✓ Develop a detailed plan for implementation
- ✓ Exchange with your peers & connect on a personal level



## P4C CHECK-INS

Virtual interactive group sessions designed to track your progress and deliver new learnings to help you reach your goal.



## P4C MID TERM

- ✓ Reflect on your P4C journey so far
- ✓ Exchange with your peer network
- ✓ Discuss next steps on accomplishing your goal



## P4C CELEBRATE

An evening for in-person guided reflection, followed by a celebration of the completed accountability program.



## 1:1 SUCCESS SESSION

A virtual consulting session with your P4C Success Partner to remove road-bumps on your way to success. Sessions will take place virtually on a Wednesday or Thursday in July 2024.



## P4C INSPIRATIONS

Regular e-mail advice for continuous inspiration:

- ✓ Practical tools on how to overcome real-life challenges while reaching your goal
- ✓ Motivational e-mails to help keep you on track during summer
- ✓ Monthly reflections to help you evaluate your progress, outlook & goals



## PEER CHECK-INS

Personal exchange with your peers for motivation and support. Exchanges take place at least 2x per month in person, via video conference, through messenger apps, etc.



## P4C SUCCESS

A Success Journal in which you will identify, set, document, and adjust your goals and document your progress and achievements.



## P4C THRIVE

Video lessons about success tools and methodologies

Peers4Careers is a perfect fit for those who need a little nudge to

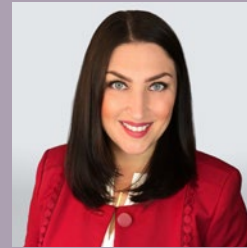
- 1 COMPLETE UNFINISHED PROJECTS SO THEY CAN SHINE IN THEIR CURRENT ROLE
- 2 ESTABLISH THEMSELVES IN A NEW CAREER FOR LONG-TERM SUCCESS
- 3 TAKE ON ADDITIONAL RESPONSIBILITIES IN A PERSONAL OR PROFESSIONAL SETTING
- 4 EXPAND THEIR NETWORK AND GROW TOGETHER WITH OTHERS
- 5 MAKE TIME TO DO WHAT NEEDS TO GET DONE

If that's you, Peers4Careers is here to help you work on what is most important in your life. In the end, you will feel proud for following through and for reaching your goal.

A goal can be anything you need it to be. Large, small, or medium in size. Above are only a few examples of what you can set out to achieve during Peers4Careers. You are in the drivers' seat.

Make your life happen today.  
- With Peers4Careers!

## Your P4C Success Partner

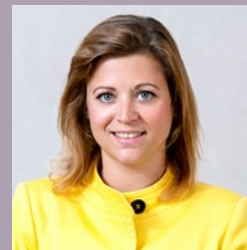


**MAG. SIMONE  
POETSCHER, PMP**

Simone Poetscher of Thrycon LLC has been working with researchers for two decades and will facilitate this year cohort of the Peers4Careers program.



## Your P4C Program Managers



**SIMONE  
FÜRST, MA**



**ELISABETH  
SONNTAG, MA**

Simone and Elisabeth from the Ludwig Boltzmann Gesellschaft Career Center have been designing and managing programs for researchers for 10+ years. They will ensure the smooth running and sustainable output of the second Peers4Careers round.

[cc.lbg.ac.at](http://cc.lbg.ac.at)



## ELIGIBILITY

Pre- and Post-Docs as well as experienced researchers affiliated with an Austrian research organization or university. All fields of study are accepted.

## FINANCING

LBG Career Center will cover participation costs for the program. These include all participation fees and accommodations for the P4C Retreat, P4C Mid Term Session and P4C Celebrate. Transportation costs are not included in the package and need to be covered by the participant. Registration of participants is binding after P4C Launch and failure to attend without a doctor's note or a reasonable justification (e.g. unforeseeable emergency) will result in a fee of 4,200 EUR.



## APPLICATION

Applications are accepted through **March 3, 2024** exclusively via a brief video statement. Please email your 2-minute video to [elisabeth.sonntag@lbg.ac.at](mailto:elisabeth.sonntag@lbg.ac.at). Do attach the completed data protection document as well.

In your **video statement**, please share:

- 1 Your name and how you found out about Peers4Careers
- 2 Where you currently work as a researcher and what it is you do there
- 3 Why the Peers4Careers Program speaks to you personally and what your motivation is to participate
- 4 The type of goal you want to tackle, e.g. finish project abc, career change, new responsibility in a current role, lifestyle change, etc.
- 5 How you want to communicate with others in the program and why, e.g. Messenger App, face-to-face, e-mail, etc.
- 6 Whether your circumstances will allow you to dedicate time each week to working on your goal, actively participating in all meetings, and supporting your peers in their success.

### APPLICATION ELEMENTS

- 1 Contact information (Name | Telephone No. | Organization | Job Title)
- 2 2-minute video (mp4 file: please provide us with an offline copy so that we can store your file locally)
- 3 Signed data protection document
- 4 Confirmation that P4C dates are already scheduled in your calendar and that you plan on participating in each of the P4C elements

Application documents will be reviewed by the LBG CC and Thrycon LLC teams. Therefore, please download our data protection document (gem Art 49 Abs 1 lit a DSGVO) and submit the signed document together with your application video. Only complete application documents can be considered in the application process.

Download here:



# TIME REQUIREMENTS & SCHEDULE

ALL CENTRAL EUROPEAN TIME, CET

VIRTUAL

## P4C Launch

April 23, 2024, 3 – 5 pm

VIRTUAL, 1 HOUR

## P4C Check-Ins

Wednesdays from  
5:00 – 6:30 pm

May 29, 2024

June 26, 2024

August 28, 2024

September 25, 2024

October 30, 2024

FACE-TO-FACE

## P4C Celebrate

With a reception  
thereafter

November 26, 2024, 1 – 5 pm

FACE-TO-FACE

## P4C Retreat

May 14, 2024, 10 am – 6 pm  
&  
May 15, 2024, 9 am – 4 pm

Dinner & accomodation  
included

VIRTUAL, 1 HOUR

## P4C Success Sessions

With your P4C  
Success Partner

FACE-TO-FACE

## P4C Mid Term

September 17, 2024, 10 am – 4 pm

## Additionally

### PEER CHECK-INS

Connect with your peers weekly through your preferred mode of communication.

### P4C SUCCESS

Document your progress weekly in your success journal.

Between sessions, you'll receive **P4C INSPIRATIONS** via e-mail as you work towards completing your goal.

### IMPRESSUM

LBG Career Center, Ludwig Boltzmann Gesellschaft GmbH, Nußdorfer Straße 64,  
4. Stock, 1090 Wien, Österreich, office@lbg.ac.at, +43 1 513 27 50  
Design: William Knaack, cover/inside photo: © Jacob Ammentorp Lund / iStock,  
photo Simone Poetscher: © Thrycon LLC, photos Simone Fürst & Elisabeth Sonntag:  
© Moritz Nachtschatt

## Logistics & Participation

The P4C Retreat will be held at the Seminarhotel Höldrichsmühle, Gaadnerstraße 34, 2371 Hinterbrühl. Virtual meetings will take place via Zoom. The P4C MidTerm as well as the P4C Celebrate will take place at event locations in Vienna.

Therefore, participation in all face-to-face meetings as well as in all online sessions is mandatory. Furthermore, regular active engagement with your peers via the Peer Check-ins is highly encouraged.

Additionally, participant feedback is requested periodically. Participants who fulfill these criteria will be issued a certificate of completion.