



LUDWIG  
BOLTZMANN  
GESELLSCHAFT  
Career Center

May - October 2023

# PEERS 4 CAREERS

**PROFESSIONAL SUCCESS THROUGH  
PERSONAL ACCOUNTABILITY**

Peers4Careers is a 6-month accountability program. This unique format is offered for the first 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 6 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.

### JOIN NOW

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

## PARTICIPANTS

The 2023 cohort will welcome up to 24 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 of 3 – 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.

hosted by



LUDWIG  
BOLTZMANN  
GESELLSCHAFT  
Career Center



**Thrycon**  
Thriving Connections Globally

# PROGRAM ELEMENTS



## P4C RETREAT

A two-day interactive kick-off workshop serves as foundation for unlocking your potential. You will:

- ✓ Realize the value of personal accountability
- ✓ Learn about motivating & supporting each other
- ✓ Start building a peer network
- ✓ Identify your own core values
- ✓ Set a concrete goal
- ✓ Develop a detailed plan for implementation



## P4C CHECK-INS

Virtual interactive group sessions designed to track your progress and deliver new learnings to help you reach your goal. Sessions will concentrate on:

- ✓ Forming Habits That Lead To Success
- ✓ Increasing Your Productivity
- ✓ Mastering Your Focus
- ✓ Practicing Self-Compassion
- ✓ Creating Work-Life Alignment
- ✓ Saying "NO" The Right Way



## P4C ASK ME ANYTHING SESSIONS

Virtual interactive group sessions designed to motivate, inspire, and overcome road-blocks on the way to achieving your goal.



## P4C TIPS & TRICKS

Practical E-Mail advice, so you can overcome real-life challenges.



## P4C MOTIVATIONS

Motivational E-Mails to help keep you on track each week.



## 1:1:1 PEER CHECK-INS

Personal exchange with and support of 2 of your peers.



## P4C SUCCESS

A Success Journal in which to identify, set, document, and adjust your goals as well as monitor your progress and achievements.



## P4C CELEBRATE

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

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 ESTABLISH AND CEMENT NEW HABITS THAT CAN MAKE THEM SHINE
- 5 IMPLEMENT FRESH IDEAS OR TRY A PERSONAL LIFESTYLE CHANGE
- 6 EXPAND THEIR NETWORK AND GROW TOGETHER WITH OTHERS
- 7 TACKLE NEW CHALLENGES HEAD-ON
- 8 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 Coach



### MAG. SIMONE POETSCHER, PMP

Simone Poetscher of Thrycon LLC has worked with researchers for two decades and will facilitate the 2023 Cohort of the Peers4Careers program.

## P4C Program Manager



### SIMONE FÜRST, MA

Simone Fürst from the Ludwig Boltzmann Gesellschaft Career Center has been designing and managing programs for researchers for several years and will ensure the smooth running and sustainable output of the first Peers4Careers round.

[simone.fuerst@lbg.ac.at](mailto:simone.fuerst@lbg.ac.at)



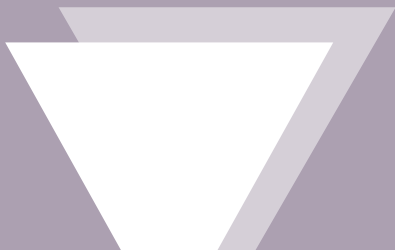
## ELIGIBILITY

Pre- and Post-Docs employed by any Austrian research institution or university.

## FINANCING

LBG Career Center will cover participation costs for the program. These include all participation fees, transportation from/to Vienna, and accommodations for the P4C Retreat, as well as food & non-alcoholic beverages for the P4C Retreat and P4C Celebrate. Should participants accepted into the program fail to attend without providing a formal Doctors' note, they will be required to cover a EUR 4.200,- fee for costs incurred to LBG CC.

**FT3 NATIONALSTIFTUNG**  
FORSCHUNG | TECHNOLOGIE | ENTWICKLUNG



## APPLICATION

Applications are accepted from February 1 through February 28, 2023 exclusively via a brief video statement. Please email Your 2-minute video to [simone.fuerst@lbg.ac.at](mailto:simone.fuerst@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 How much time you plan on dedicating to reaching your goal between now and the end of 2023

### APPLICATION ELEMENTS

- 1 Contact information (Name | Telephone No. | Organization | Job Title)
- 2 2-minute video
- 3 Signed data protection document

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 (video & signed data protection document) can be considered in the application process.

Download here:



# TIME REQUIREMENTS & SCHEDULE

ALL CENTRAL EUROPEAN TIME, CET

VIRTUAL, 1 HOUR

## P4C Check-Ins

Wednesdays from  
4:00 – 5:00 pm

May 17, 2023

June 14, 2023

July 12, 2023

August 9, 2023

September 6, 2023

October 4, 2023

FACE-TO-FACE

## P4C Celebrate

With a reception  
thereafter

tbd, in a Location in Vienna  
4:00 – 6:00 pm

FACE-TO-FACE

## P4C Retreat

With a joint dinner/  
lunch thereafter

May 3, 2023  
2:00 – 6:00 pm  
&

May 4, 2023  
9:00 – 1:00 pm

VIRTUAL, 1 HOUR

## P4C Ask Me Anything Sessions

Thursdays from  
7:00 – 8:00 pm

June 1, 2023

June 29, 2023

July 27, 2023

August 24, 2023

September 21, 2023

October 19, 2023

## Additionally

### 1:1:1 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 MOTIVATIONS** and **P4C TIPS & TRICKS** 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: Knaack, cover/inside photo: © Jacob Ammentorp Lund / iStock, photo Simone  
Poetscher: © Thrycon LLC, photo Simone Fürst: © Ludwig Boltzmann Gesellschaft

## Logistics & Participation

The P4C Retreat will be held at the Seminar- & Eventhotel Krainerhütte, Helenental 41, 2500 Baden. Virtual meetings will take place via Zoom. P4C Celebrate will take place in Vienna.

For privacy reasons, none of the sessions will be recorded. Therefore, participation in the face-to-face P4C Retreat, in 8 out of 12 virtual P4C Check-Ins or AMA Sessions, the face-to-face P4C Celebrate, as well as regular active engagement with your peers via the 1:1:1 Peer Check-Ins, is mandatory.

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