



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 third 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!



PEERS4CAREERS

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 focussing on peer groups. 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, you will work in your peer group and experienced coaches will guide you to growth and success.

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

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

Join a peer pod to gain accountability and reach your goals. Consistent, steady progress and peer support will accelerate your success! We will match you in pods to assure a perfect fit!

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 ONLINE

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



P4C RETREAT IN PERSON

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 ONLINE

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



P4C POD LUNCHES IN PERSON

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



P4C CELEBRATE IN PERSON

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



1:1 SUCCESS SESSION ONLINE

A virtual consulting session with your P4C expert Simone Poetscher to remove road-bumps on your way to success.



P4C INSPIRATIONS SELF-PACED ASSIGNMENT

Regular email advice for continuous inspiration:

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



PEER CHECK-INS IN PERSON

Personal exchange with your peers for motivation and support and report 5 sessions to your P4C experts team..



P4C SUCCESS SELF-PACED ASSIGNMENT

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



P4C THRIVE SELF-PACED ASSIGNMENT

Video lessons about success tools and methodologies

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

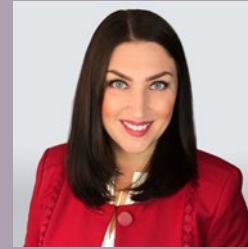
- 1 COMPLETE UNFINISHED PROJECTS SO THEY CAN SHINE IN THEIR CURRENT ROLE
- 2 ESTABLISH THEMSELVES IN A NEW CAREER FOR LONG-TERM SUCCESS
- 3 TAKE ON ADDITIONAL RESPONSIBILITIES IN A PERSONAL OR PROFESSIONAL SETTING
- 4 EXPAND THEIR NETWORK AND GROW TOGETHER WITH OTHERS
- 5 MAKE TIME TO DO WHAT NEEDS TO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

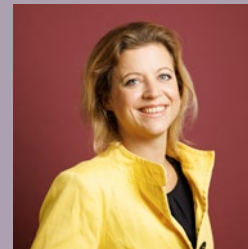
Make your life happen today.
- With Peers4Careers!

Your P4C Experts



MAG. SIMONE POETSCHER, PMP

Simone Poetscher of Thrycon LLC has been supporting researchers for two decades and will share her broad expertise and network with this year's cohort of the Peers4Careers program.



SIMONE FÜRST, MA

Simone Fürst was part of the founding team of the Ludwig Boltzmann Gesellschaft Career Center and has since driven the development of peer-focused programs. With her expertise in leadership, conflict management, and coaching, she empowers participants to navigate their careers with confidence and success.



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. Transportation costs are not included in the package and need to be covered by the participants. 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

Submit your application by **March 24, 2025**, via a 2-minute video (mp4) to simone.fuerst@lbg.ac.at. Attach the **signed data protection document**.

In your video, include:

- 1 Your name & how you found Peers4Careers
 - 2 Your current research role & activities
 - 3 Why Peers4Careers interests you as well as what you can contribute to the program and your peer group
 - 4 Your goal (e.g., project completion, publication, grant, career change, new role, lifestyle shift)
 - 5 Preferred communication method (e.g., app, email, face-to-face)
 - 6 Confirmation of your availability for weekly independent work, group meetings & peer support
- Also include:
- 7 Contact details (Name | Phone | Organization | Job Title)

APPLICATION ELEMENTS

- 1 Contact information (Name | Phone | 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:



PEERS4CAREERS SCHEDULE

ALL CENTRAL EUROPEAN TIME, CET

ONLINE	P4C Launch	with your P4C Expert Team Simone Poetscher and Simone Fürst	April 23, 2025, 5 - 6:30 pm
IN PERSON	P4C Retreat	with your P4C Expert Team Simone Poetscher and Simone Fürst	May 13, 2025, 10 am - 6 pm May 14, 2025, 9 am - 5 pm
ONLINE	P4C Check-Ins	Wednesdays from 5:00 - 6:30 pm	June 18, 2025 August 13, 2025 September 17, 2025 October 15, 2025 November 12, 2025
ONLINE	P4C Success Sessions	With your P4C Expert Simone Poetscher	between July 14 - 18, 2025 dates & times to be set individually
IN PERSON	P4C Pod Lunches	With your P4C Pod & P4C Expert Simone Fürst	dates & times to be set individually
IN PERSON	P4C Celebrate	With a reception thereafter	December 2, 2025 1 - 5 pm

Peer Check-ins

Connect with your peers regularly through your preferred mode of communication. Report at least 5 peers sessions in your pods to your P4C experts.

P4C Success

Document your progress weekly in your success journal. Between sessions, you'll receive **P4C INSPIRATIONS** via email.

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, photo Simone Fürst © Moritz Nachtschatt