

What is it all about?

The **Human Resources European School (HRES)** is a 7-day training aiming at empowering both HR responsables and board members of youth NGOs to develop, implement and manage HR strategies at local level. The training has been initiated by the HR Working Group of the European Students' Forum AEGEE and it has been designed by an international team of experienced trainers from different youth organisations in Europe. The project is supported by the **International Visegrad Fund**.

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Together with 24 other youth multipliers and an international team of experienced trainers you will ...

Aims and objectives



1. gain knowledge on the challenges and solutions in HR management in youth organisations. You will learn what it takes to effectively attract, integrate, develop and maintain members.

2. gain skills in the field of teambuilding, motivation, conflict management and coaching. Not only will you walk home with a set of valuable tips and tricks. You should also be able to confidently conceptualize and implement strategies for both long term HR and change management.

3. and get an insight into the impact and significance of being a student multiplier on a societal and a personal dimension. We will consult and feedback each other on best practices and HR concepts used at home. Moreover, with the help of the team of trainers and through peer education it is our goal to empower you to master your own development in your organization, to build upon your strengths and to develop a plan to get the outcomes you desire.

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What makes HRES different?

WHAT WE DO? The HRES is based on the method of experiential learning. Sessions will take place in the form of workshops, case studies and personal coachings.

INTERNATIONAL TRAINERS? The trainers team is composed of young people from various organizational and cultural backgrounds. All trainers dispose of diverse training experiences ranging from local to international boards of youth organizations. They have lead international youth projects or were board members in their respective student organization.

PRACTICAL IMPACT? Because HRES wants to reach beyond the training room, the last day is dedicated to an integrative case study. In the course of this case study the training content will be adapted to HR challenges at home: We will generate new solutions to common problems and come up with tailored action plans to fit the HR reality of our mutual organizations.

Participants' Profile



To the right you see our perfect participant: **Paul**.

Paul was or is responsible for HR in the local branch of his youth organization – or he is interested in becoming one. Moreover Paul disposes of some first experience in project management or board work.

Oh, and he is also able to communicate in English.

We would like to highlight that...ehhmmm... rather than boasting about your voluntary activities, it is important to bring the right attitude. For us this is the willingness ...

1. to dedicate yourself to the programme, to learn and to work efficiently in your teams.
2. to question yourself, to be open to feedback and to grow beyond yourself.
3. and a burning desire to party hard!

Greetings, Mircea & Astrid ☺ HRES Coordinators



Application Procedure

So if you are a Paul (or a Paula ☺) send an email to aegee.hres@gmail.com stating:

1. Your name, date of birth.
 - 1a. If you are from AEGEE: what is your AEGEE-local?
 - 1b. If you are from another organization: please tell us the name of your organization and what this organization is doing.
2. Your experience in AEGEE or other organizations (in bullet points).
3. Why you would like to be involved in HRES (max. 200 words)
4. What are your plans for the future in your organization (max. 200 words).

Deadline 10th October 2010, 24:00 CET.

the academy

Human Resources Working Group

The Organizers

Sustaining AEGEE's human resources and enabling its members to turn their ideas and visions into reality has been the long-term vision of AEGEE-Academy since its foundation in 1999. The main aim of Academy is to develop and strengthen the human resources of AEGEE and to fuel the motivation of its members. It strives to combine the competences of AEGEE members with the potential AEGEE offers them towards the achievement of the organizations' aims. The Academy supports the personal development of AEGEE members by providing a diversity of training courses and coordinating a mentorship system. It maintains an overview of the personage and tasks in the organization and empowers its members to find their place in the organization. The Academy is an AEGEE-Working Group.

www.aegee-academy.org

AEGEE stands for Association des Etats généraux d'Etudiants de l'Europe, or: European Students' Forum. With 241 local groups in over 40 countries AEGEE is the largest interdisciplinary student association in Europe: secular, voluntary, politically independent and a non-profit organisation open to students of all faculties. AEGEE strives for cross border co-operation, communication integration among students and to create an open and tolerant society of tomorrow. We promote the idea of a unified Europe trying to focus on four main fields, which are Higher Education, Cultural Exchange, Peace and Stability and Active Citizenship.

With its head office is situated in Brussels, AEGEE is supported by the European Commission and enjoys a consultative status at the Council of Europe, UNESCO and the United Nations. For years now it is also member of the European Youth Forum.

www.aegee.org or www.aegee-budapest.hu

These kinds of trainings tend to be extremely costly. Luckily this one is supported by the **Visegrad Fund**. Accepted applicants pay a participation fee: 70€ if you require a visa, 80€ if you don't. This fee includes accommodation, food, training materials, logistics and local transportation. We ask you to transfer the money right after your participation has been confirmed. In case of cancellation the team will pay back the sum, if your place can be taken by another candidate from the waiting list. You will be provided with the bank details when you are accepted.

Financial contribution

Participants' responsible:

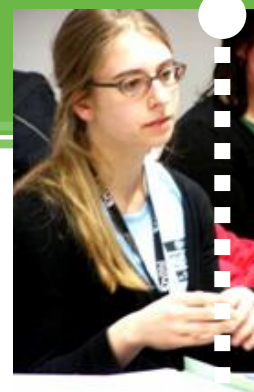
Bernadett Pólya from Budapest bernadett.polya@aegee-budapest.hu

HRES Training managers:

Astrid Schrader from AEGEE-Passau astrid.schrader@aegee.org

Mircea Vădan from BEST Cluj-Napoca mircea.vadan@best.eu.org

Contact us...



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the academy
Human Resources Working Group



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