

RESPONSIBLE LEADERS (RL) Fellowship 2015

Fact sheet

A call for partnership

ESMT welcomes partner organizations / companies in emerging areas of Africa or Asia that are keen to employ ESMT MBA graduates as volunteers and make use of their knowledge and capabilities.

The idea behind

ESMT, as an international business school founded by business in Germany, educates talented and motivated students from around the world, with the aim for them to be competent and responsible leaders in business and society afterwards.

During their education, students of ESMT enjoy the privileged support of ESMT's founding companies who make scholarships, company projects, career opportunities and other benefits available. Accordingly, these students have good reason to feel obliged to "give back". The Responsible Leaders Fellowship program creates a platform to do so.

Areas of service

RL Fellows are highly qualified to apply fresh knowledge from their premium MBA education at ESMT. The Fellows deliver a pro-bono service and assume responsibility in an institution at the forefront of social challenges, or work for a social entrepreneurship project, or give support as professional/ facilitator/ lecturer/ coach in a school of business.

Implementation

The service should last up to 6 months, depending on mutual agreements, starting in January 2015. This service will create value to the employing organization, and in addition, it is expected to be a valuable "once-in-a-lifetime" experience for the RL Fellow.

A Fellow's costs of living, travel, insurance, etc. will be covered by ESMT up to €7.400 in total. The employing organization's support with local affairs and inclusion of the Fellow in the organization is essential.

At a glance

- Quality MBAs volunteer for a 6 months service in emerging areas of Africa or Asia.
- Mission focus is *Responsible Leadership*.
- Pro-bono service will be provided to social entrepreneurs, NGOs, and business schools.
- Financial support of the Fellows is covered by ESMT
- Start in January 2015

Thank you for your attention. More details ... (see appendix)

Contact:

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Appendix

<p>What is the expected profile of a partner organization/ company?</p>	<p>Preferably the partner organization/ company should define its mission focus in an emerging region of the world (anglophone). The managerial challenge of the organization should correspond to the profile of competences and capabilities of ESMT MBA graduates.</p>
<p>How many partner organizations for the RL Fellowship Program are offered to the students?</p>	<p>ESMT is building up a small network of different types of institutions that can be offered to the class.</p> <p>ESMT is interested in a lasting collaboration with partner organizations. Currently, for the RL Fellowships of 2015, four institutions/ locations are confirmed.</p>
<p>Who is ESMT?</p>	<p>ESMT European School of Management and Technology is an international business school based in Berlin. The school was founded by 25 leading global companies and institutions to <i>develop entrepreneurial leaders who think globally, act responsibly, and respect the individual</i> (mission statement). ESMT focuses on three main topics: management of technology, leadership and social responsibility, European competitiveness (see more at www.esmt.org).</p> <p>The school offers a full-time MBA, an Executive MBA, a Master's in Management (MIM), as well as open enrollment and customized executive education programs. ESMT strives to generate relevant and ground-breaking knowledge for managers, business leaders, and policy makers by integrating world-class research with a practice-oriented approach. Members of the school's faculty come from a variety of international academic and professional backgrounds.</p> <p>ESMT's campus is located in the historical center of Berlin. Schloss Gracht near Cologne serves as a retreat for executive education.</p> <p>ESMT is one of the highest ranked German business schools in the current <i>Financial Times'</i> and <i>The Economist's</i> lists of top European business schools. The school and its programs are accredited by AACSB, AMBA, and FIBAA. The <i>German Council of Science and Humanities</i> (Wissenschaftsrat) has approved the privilege to award doctoral degrees. ESMT is a not-for-profit tax-exempt institution.</p>
<p>What is ESMT's MBA all about?</p>	<p>The ESMT MBA is a one year (Jan-Dec) full-time program according to international standards (AACSB, AMBA). The ESMT MBA's mission is to ensure the development of integrative leaders - leaders who unite the numerous perspectives required for an organization to grow. These are managers who know how to spot opportunities, share their vision, mobilize all the stakeholders' energy behind that vision and elicit their support through fair, responsible and innovative leadership. See more at www.esmt.org/eng/mba-emba/full-time-mba/</p>

What is the profile of the MBA class?

The January 2014 intake of the ESMT Full-time MBA program in Berlin, Germany, is made up of 63 participants. The number of students increased by 19 percent over 2013, while 38 percent of the class is female. The students come from 34 different countries, making this class the most international in ESMT's history. For the first time, also Australia, Croatia, Cuba, Guatemala, Indonesia, Mongolia, Serbia, Syria, and Tajikistan are represented. On average, the students are 30 years old and have seven years of work experience.

When did ESMT start the RL Fellowship program?

The RL Fellowship is new. The School is still in the experimenting mode. One graduate of the MBA Class of 2012 has been sent out to an educational institution in South Africa, working in entrepreneurship development and in teaching for one semester. Based on the positive experience ESMT has decided to invest in this program. From the graduating class of 2013 a group of 3 Fellows has signed up for the 2014 RL program (Jan-June), currently operating in South Africa.

What does it take to establish a partnership?

The partner organization and ESMT program management agree on a statement of mutual interest (letter of intent).

The partner organization is offered the opportunity to present the organization and the kind of work to the MBA class.

How long and when will the volunteer be available?

The start of the RL Fellowship will be after graduation (December 2014). According to German regulations of higher education the Fellowship has to start from January 2015 and cannot be shifted to a later time in the year. From ESMT's point the Fellowship should last not less than 4 months.

The exact start and end of the assignment is a matter of agreements between the hosting organization and the volunteer.

After completion of the Fellowship any agreement between employer and Fellow is possible.

When should the individual student apply for the RL Fellowship?

The official information to the MBA Class of 2014 has been given in May 2014. The MBA students can take their time to consider their participation. A written statement of interest/motivation letter and CV is expected by October 15, 2014. Applicants should take a final decision by November 1, 2014.

How is the selection/recruiting done?

Selection is done by the employing organization. Advisory role by RL Fellowship program management is mandatory. Candidates apply directly to the hosting institution. The hosting institution and the candidate agree on terms of employment.

What is expected from a Fellow?

An RL Fellowship is not vacation time. Rather, the Fellow is performing a social service with undisputable duties of a full-time employment. The Fellow should respect the values of the hosting institution, and comply with ethical standards of ESMT. A Fellow plays the role of an ambassador of ESMT.

RL Fellows are expected to shape networks and assist each other. A written experience report after the fellowship is compulsory. ESMT will monitor the activities abroad and give advice and support when needed.

What is the legal status of an RL Fellow?

The RL Fellowship is exclusively tailored for ESMT graduates. During his/her volunteering period a Fellow retains the status of an enrolled student of ESMT.

What is the role of the employing organization?

The Fellow will be an employee/intern i.e. contract partner to the hosting institution. Coming from any part of the world, he/she might be a foreign citizen to the hosting institution's country (visa issues).

What is the role of ESMT during the Fellowship?

Clarifying visa issues, codifying employment conditions (content, work time, allowances, mentorship), fulfilling contract, caring for social embeddedness of the Fellow, individual care in case of need (e.g. advice and search for accommodation).

What does "pro bono" mean?

Student care according to ESMT standards. Assistance in all matters around the Fellowship, and after (e.g., placement support).

Financial support: What is the amount available that a Fellow can get from ESMT?

The Fellow does not get a salary from ESMT. Rather, the Fellow is supported financially by ESMT with a limited budget.

The maximum amount available for monthly expenses is €900 (up to 6 months) plus a budget for individual travel, insurance etc. up to max. €2.000. There is no allowance for family members. Expenses have to be budgeted and will be approved by ESMT.

ESMT enjoys financial aid and managerial support of FRIENDS OF ESMT (GESELLSCHAFT DER FREUNDE UND FÖRDERER DER ESMT e.V.).

**More questions:
Who is in charge on ESMT's side?**

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Bevin Ngara ESMT MBA 2012

**1st Responsible Leaders Fellow 2013
at TSIBA EDUCATION, Cape Town**

"I have felt so good to be in front of students and to transfer knowledge to people that really needed it. It has been great to work with students and most of them were nice to me.

You may also have to adjust to working (the actual job) with limited resources and that your role is not merely teaching but also counselling and inspiring the students. However given the harsh background and tough upbringing of the students (they come mainly from broken families and crime ridden neighborhoods), you should expect some students that are very hard to work with and you would need to pull out all your MBA team management skills to work things out. For example, some students honestly don't have a peaceful time at home and may fall asleep in class and you would need great deal of empathy to be able to help them engage with the class activities and learn.

I have also found the staff at TSIBA (most of them volunteers too), to be very kind and helpful. They made me feel at home and helped me adjust quickly to the new environment."