Young Entrepreneurs Program
At the Goetheanum, together with L`Aubier Hotel

Are you between 20-29 years old?
Do you have a good command of the English language?

And, most importantly, are you interested in
- business and finance?
- ethics and economics?
- companies and institutions practicing associative forms of economics?
- gaining practical, hands on (business) experience (in an anthroposophical context)?
- getting international exposure and experience?
- setting up business on your own?

Then we invite you to contact us!

As you might be interested in taking part in the **Young Entrepreneurs Program**, a one-year program organised by the Goetheanum, Dornach, Switzerland and L'Aubier, an affiliated Hotel (and learning/training center) based in Neuchatel, Switzerland.

The program consists of
- three international internships
- four theory learning modules
- one self-initiated project

The schedule for the program is planned as follows:

Starting date:
Thursday, 18th of September 2003 at the Goetheanum, Dornach, Switzerland
10 days of classes until October 1st.
Students are then invited to participate in the Michaeli Tagung from October 2nd to 5th
October 6-10th opportunity to get to know the Goetheanum / L'Aubier / Switzerland; students design their own program for this week
First internship from 13th of October through to 19th of December (10 weeks)

Christmas Break for 2 weeks, 20th of December through to 4th of January

2nd theory block from 5th of January, for 3 weeks, ending on 23rd of January, Goetheanum
2nd Internship to start on January 26th through to April 2nd (10 weeks)

Easter break from April 3rd to 18th (2 weeks break)

3rd theory block from 19th of April through to 30th of April (2 weeks), Goetheanum
3rd Internship from May 3rd through to July 2nd (9 weeks)

4th theory block from July 5th through to July 30th (4 weeks), L'Aubier, Neuchatel, Switzerland (class-room instructions in morning sessions, preparation of self-initiated projects in the afternoons by drafting of a business plan and plan of implementation)

Course completion on July 30th 2004
Self-initiated projects can be further pursued thereafter on a voluntary basis. Final reports on the start-up phase or implementation of the self-initiated project can be included in the participant's certificate of completion (reports to be submitted no later than December 1st 2004).

Theory modules will comprise a total of 12 weeks total and cover a range of subjects including the following:

Economics and Ethics
- Ethical individualism—freedom and market forces
- Economic theory and global economy
- Threefolding and the image of humankind
- Capitalism - from partnerships to fraternity in the shareholder environment

Finance
- Financial skills: bookkeeping literacy and accounting practices (balance sheet, income/expense, budgeting process, transparency etc)
- New forms of banking
- Innovative ways of finding investment support and capital

Business Planning and Administration
- Getting into business: business plans and projections (ideas, structures, markets and marketing etc.)
- Entrepreneurship: what it requires, how to make it work (manufacturing & production, services, media, etc.)
- Organization issues of coworker management and personnel, pension funds, insurance and internal organization
- Corporate / legal and organizational forms and issues
- Management of Innovation: personal skills and attitudes, creativity techniques, processes

Social Skills and Responsibilities
- Social and community building
- Communication skills: communication, presentation, conflict resolution, mediation & negotiation, social, interpersonal and intercultural competence

Participants will document their experiences and learnings in the form of a portfolio throughout the course and will receive a certificate of completion at the end.

The internships will last between 9-10 weeks each and will take place in Europe, Scandinavia, the United States, Great Britain and hopefully selected centers in the mid east

Preferably, participants will spend their internships in several different countries, all of them outside their home region. They should also be exposed to a number of different industries or types of organizations. There may be cases, where participants already have an idea or project in mind, which they would like to pursue as their self-initiated project or as their own business upon completion of the program. Should

such an idea require them to gain as much experience as possible in a particular industry or function, we will try to accommodate such requests in the internship placement. Similarly, we will do our best to accommodate requests for specific countries, where possible.

During each internship, participants will be mentored through a senior person from the host organisation (to support personal growth, deepen insights, provide opportunity for reflection, to talk about personal observations, experiences or concerns, thus turning the internship into a personally relevant and meaningful growth and learning experience)

Costs
Payment and Course Fee: 3000 Euro
Non-refundable deposit of Euro 300,00 due at the date of application deadline, June 20th.
Remaining balance of Euro 2.700,00 becomes due on July 11th.

Note: Deposit of 300 Euro is required to reserve a place in the Course. If the applicant cancels by July 11th, 2003, 50% of the deposit will be returned. No deposits will be returned after July 11th, 2003.

Application

Deadline for submission of applications is June 20th 2003

Documents to be submitted:

Letter of Intent (minimum one page maximum 5 pages)
Curriculum Vitae
Letter of recommendation
Copies of School degrees, diplomas etc.

* Your letter of intent should address the following questions:

1)Why do you wish to enrol in the YEP?
2)What do you expect to get out of it? / How will participation in the YEP benefit you, personally and professionally?
3) What contribution do you believe you can make to the course?

The letter of recommendation should be written by a senior person who knows you well, either from an educational or professional context.

Please feel free to share any further thoughts, ideas, aspirations, future plans or past experiences with us, which might help us to evaluate your application.

As part of the application process, we will further arrange for an interview, ideally in person, or, taking practicalities of travel and location into account, through a telephone conference.

Visa requirements:

It is the responsibility of the applicant to arrange for his/her own visa to Switzerland and countries where the internships will take place. We will provide whatever assistance is possible, and help coordinate student visas to Switzerland through the Student Sekretariat at the Goetheanum. (A one-year re-entry visa for Switzerland can be applied for using the certificate of enrolment which will be issued by the Goetheanum upon payment of the deposit). The responsibility to obtain proper travel documents and visas lies solely with each participant. One year certificate of medical/health insurance is necessary for entry to Switzerland.

Tourist / visitor visas for the countries where the internships will take place, have to be obtained by the participants. The Goetheanum and participating or sponsoring organizations cannot be liable for any claims due to health or conditions of engagement during the internships.

Maximum number of enrolment: 25
Minimum number of enrolment: 10

Important Notice

The Course will be postponed by July 11, 2003 if the minimum enrolment target is not reached. Should the course be postponed due to lack of enrolment all deposits will be returned in full.