

Internship program – transferring knowledge to new generation of leaders

“This is the value of the teacher, who looks at a face and says there’s something behind that and I want to reach that person, I want to influence that person, encourage that person, enrich. Call them out behind that face, color, language and tradition, behind that culture.” – Maya Angelou



Knowledge transfer: important to know

- Purpose and importance of transferring knowledge
- Different types of knowledge
- Why is a Holistic approach important?
- Knowledge transfer is complex and enriching
- Motivation makes the difference

Purpose and importance of transferring knowledge

Securing the continuity of communities

- Transferring knowledge from generation to generation
- Creating new opportunities by learning new skills
- Giving (new) depth to projects
- Gaining hands-on experience from skilled colleagues
- Becoming inspired by experience and leadership



Why is a Holistic approach important?

- Values and beliefs
- Private situation
- Leadership
- Team vs individual



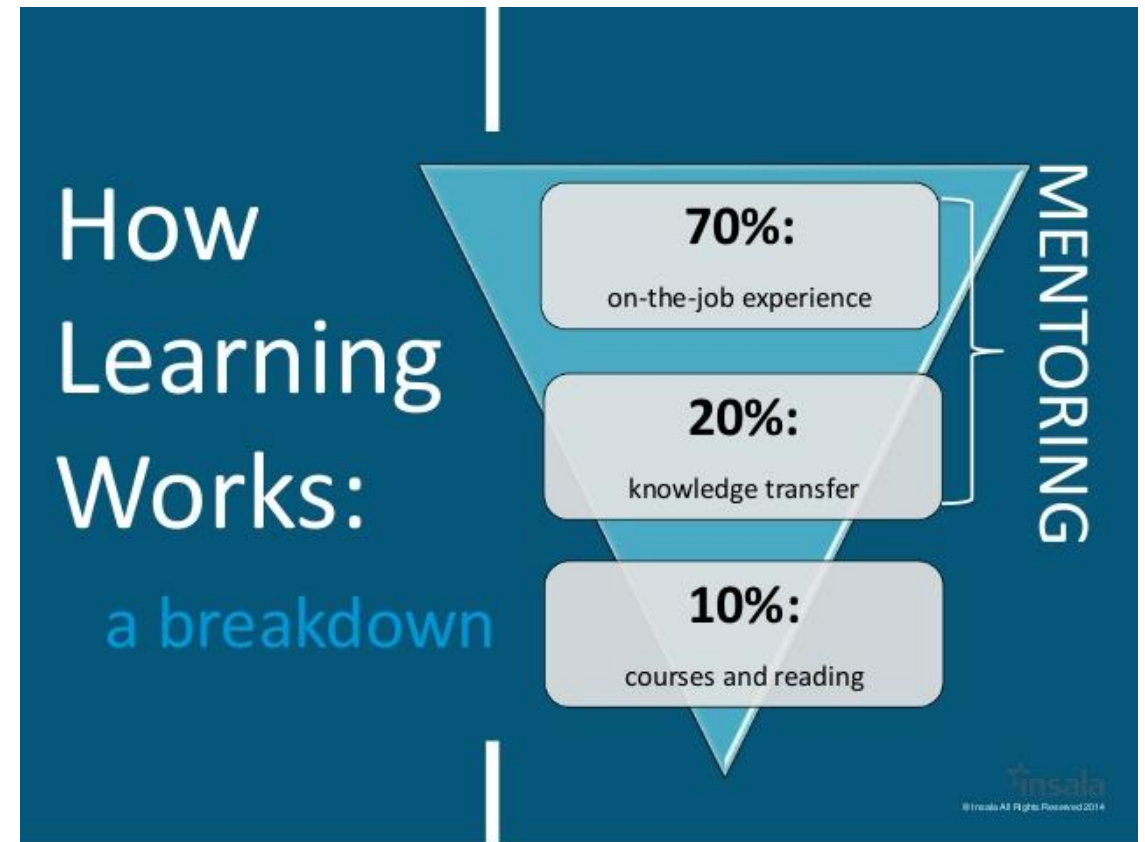
Different types of knowledge

Explicit knowledge

- Found in documents, books, databases, etc.

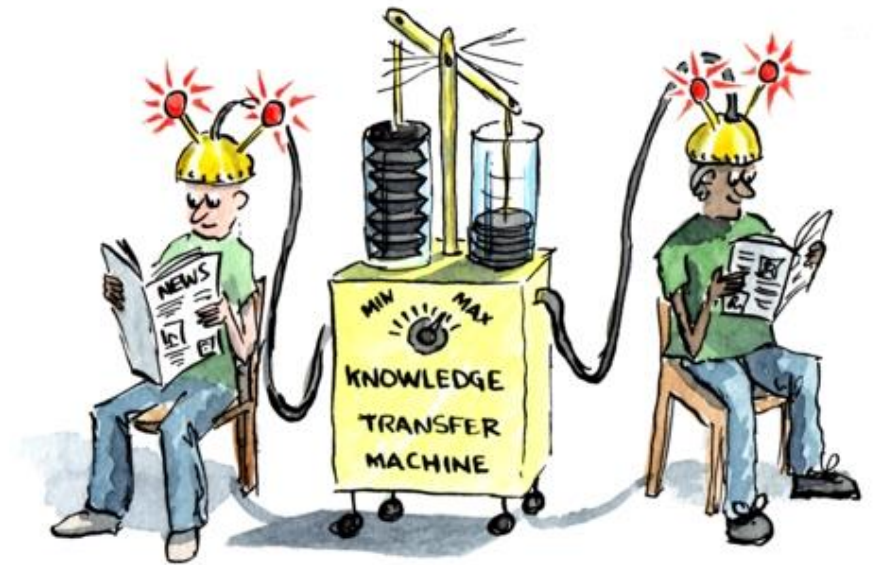
Tacit knowledge

- Intuitive knowledge: rooted in context, experience, practice and values
- Residing in the mind of the practicing person
- Passed on through socialization and mentoring



Knowledge transfer is complex and enrichable

- Different ways of acquiring knowledge leads to different ways of transferring knowledge and vice versa
- Demonstrating and teaching from experience is more personal and direct
- Internship involvement is much greater if they feel that the topics 'matter'



Motivation matters

- A good teacher can be a source of inspiration and strength in different periods of the student's life
- A motivated mentor makes students feel greater responsibility and eagerness for reaching their goals
- Giving attention to individual needs leads to enhanced personal development
- Motivating in a practical way

A teacher takes
a *Hand*, opens
a *Mind* and
touches a *Heart*



Internship program - discussion

(1) Expectations

(2) Building skills and attitude, transferring knowledge (voluntary work)

(3) Engagement in ongoing activities

(4) Organization

- - 3 months in Netherlands
- - 3 months in other country
- - 6 months in home/ host organization

(5) Program and budget