



ENGLISH



## CARE Excellence Mentoring

**More than placing: We develop, empower, and integrate for lasting impact.**

... because real humanity matters.





## CARE Excellence Mentoring

### Holistic Talent Integration

Nurses from Morocco are supported professionally by the healthcare facility and personally and emotionally through mindfulbranding CARE. They develop mental stability, self-confidence, empathy, and adaptability, are guided before and during their first six months in the German clinical workplace, and experience sustainable, trusting integration together with their onboarding buddies.

### Benefits

- Combination of **professional support from the healthcare facility** and **personal-emotional guidance through mindfulbranding CARE**
- **Peer and tandem exchanges** reinforce learning on the job
- **“Onboarding buddies”** ensure culturally sensitive and effective guidance
- Focus on **mental stability, self-confidence, empathy, and adaptability**



## Phase 1 (Modules A): Preparation of nurses before starting work (3–6 months)

**Format:** Pre-reading handout + 4 online modules (2 hrs each), peer exchange (60 min), 1 × 60-min individual mentoring session

Module	Support from mindfulbranding CARE	Support from Nursing Facility	Outcome
<b>A1 – Identity &amp; Inner Attitude</b>	Values, motivation, strengths, areas for growth, self-image, boundaries	Job role description, task profiles	Clear understanding of my professional identity
<b>A2 – Working in Germany</b>	Differences in work culture, time management, self-organization, handling expectations, learning from mistakes, life in Germany	Professional standards, documentation, labor law, work schedules	I can find my place in daily work
<b>A3 – Communication &amp; Teamwork</b>	Communication style, giving/receiving feedback, non-verbal presence, addressing conflicts	Professional conversations, handovers, communication standards	I know how I come across and act confidently
<b>A4 – Resilience &amp; Inner Stability</b>	Mental strategies, self-care, using resources effectively	Supervision, performance expectations, organizational support	I stay effective without losing myself



## Phase 1 (Module B): Preparing “Onboarding Buddies” in the Nursing Facility

**Format:** Pre-reading handout including reflection questions + 2-hour online workshop

**mindfulbranding CARE content:** Identity & inner attitude, working in daily life, communication, resilience, transition to independence

**Outcome:** Buddies understand the development phases of their assigned nurses, provide effective support, maintain boundaries, and promote sustainable integration



## Phase 2 (Module C): Integration in the health care facility (first 6 months)

**Principle:** Learn together with the “Onboarding Buddies” – reflect separately – act together

**Format:** 3 online modules, 2 hours each; tandem practice tasks (nurse + buddy); optional 2 × 60-minute individual mentoring sessions

Module	Content by mindfulbranding CARE	Content by Nursing Facility	Practice	Outcome
<b>C1 – Daily Work &amp; Role Clarification</b>	Role clarification, expectations, handling uncertainty, asking for help	Task boundaries, onboarding structure	Weekly 15-minute check-in	Safe framework for collaboration
<b>C2 – Communication &amp; Teamwork in Daily Work</b>	Communication styles, feedback, boundaries, recognizing conflicts	Professional communication, handovers, escalation paths	Weekly check-in, reflection on specific situations	Clarity in conversations, fewer tensions
<b>C3 – Resilience &amp; Independence</b>	Handling exhaustion, protecting energy, reflection, perspective, inner stability	Performance evaluation, professional development, handover to team	Weekly check-in, reflection on daily situations	Stable nurses who have found their place – without dependency



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