



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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humanize your brand



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**VALUES  
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