

## Policy Plan 2025-2027

This document outlines the plans and visions for the development of the IEM Caring Foundation in the coming years. It acts as a guidance and visualises the path we strive to follow.

### General development

In the upcoming years, we strive to strengthen the IEM Caring Movement by being closer to the needs and worries of our network. We will continue with the IEM Caring Movement Calls as a platform for regular exchange on the world's most pressing issues, as well as a place where people can find support to further develop their ideas. Furthermore, we are going to ensure follow up on topics and groups emerged during previous events.

### Updating our Fields of Impact

Following the research performed through 2024, in order to ensure we are aligned with our community and put the energy in the right places, the Fields of Impact will be updated. For the next years, these Fields of Impact will be updated with their related activities to:

- Equal opportunities
- Conscious Leadership
- Impact Business

### Stabilising and growing of the network

We would like to keep on going with the success and synergies within the IEM Movement especially with ESTIEM and ESTIEM Alumni. Therefore, the bi-annual calls will be set-up. The main aim is to strengthen the collaboration.

Furthermore, we will encourage ESTIEMers to take an active role in shaping the IEM Caring Movement by shifting the focus of Council Meeting presentations to opportunities for their participation and organizing events in collaboration with students.

### Maintaining our visibility on social media and the website

Ensuring the community is up to date with the latest information in regards to events being planned. The communication channels used will be:

- Email
- LinkedIn
- Instagram
- ESTIEM portal

### Upkeeping internal processes

The collaboration within the core team is essential to achieving the goals and aspirations of the IEM Caring Movement. Hence, monthly meetings will be continued with the team of fellows to which community members can be invited ad-hoc.

### Achieving financial stability

With the policy that applies an operational fee of the Foundation of 5% of revenues of the events, we are a step closer to achieving financial stability.



## Fields of Impact

### **Equal Opportunities**

Equal opportunities are an essential consideration in all the activities of the IEM Caring Foundation. One main aspect of this is to make the Foundation's activities accessible to everyone. As one of the most important events, the participation in the Caring Convention will be subsidised for students.

The other centrepiece for creating equal opportunities amongst students is the Club of 100. Providing support for students in the form of Leadership scholarships, Partition scholarships, Ad-Fundum awards, and for Local Groups in the form of Crisis support. To ensure the visibility of the Club of 100, there will be a presentation in every ESTIEM Council Meeting as well as we will ensure the information continues being available and accessible in the ESTIEM portal.

Other smaller projects will be tackled through this Field of Impact as one focused on Women's education in Afghanistan.

### **Conscious Leadership**

In the next years we will continue to apply the best practices to encourage consciousness during our events. For the online format, we have identified reflection sessions, settings in smaller rooms and donation on behalf of the organizer/speakers as best practices.

The IEM Caring Foundation will provide support for the Leadership Camp and the Black Belt Lean Six Sigma, led by ESTIEM Alumni.

Furthermore, a new project will be started focusing on Emotional Intelligence.

### **Impact Business**

This Field of Impact addresses the challenges we can tackle as a community, individuals, entrepreneurs and intrapreneurs.

The focus will be put on raising awareness of current topics such as Fast Fashion, Textile waste and Food waste. There will also be specific events to promote impactful actions in the day-to-day such as the Career with Impact event.

New projects related to these three fields may be addressed within the scope of the IEM Caring Foundation.

The execution of the different projects will be a combination of face-to-face and online events to ensure the whole community has the option to participate.

### **United Europe**

This field of impact will not be actively pursued, to ensure the focus of the community is placed together with its energy.

## Events

### **Caring Conventions**

The Caring Conventions are the main events organised and supported by the IEM Caring Foundation. They take place twice a year and each edition has its own topic and flair.



### Fellows' Meetings

The fellows meet virtually in winter and face-to-face during the summer months. The purpose of these meetings are to work on the strategy of the IEM Caring Movement for the upcoming year, as well as push forward any initiatives that need support.

### Budget

The budget considers the realisation of the two aforementioned Caring Conventions and the Club of 100, as well as the support to the Leadership Camp, Black Belt Lean Six Sigma event as well as any other new events that are developed within our Fields of Impact.

It is important to note that if the budgeted incomes are not realised, the expenses will be cut accordingly.

For the financial sustainability of the IEM Caring Foundation, there is a 5% Foundation operational fee. This policy applies to all projects under the umbrella of the IEM Caring Foundation. Note that it does not apply to the IEM Caring Conventions. This is due to the fact that the Convention is the only event “owned” by the Foundation, it is focused on fulfilling the mission of bringing people together who lead change towards a caring society and, thus, it means to be open for anybody who wants to join. It is for this reason that costs are kept to a minimum and participants, specially students, are supported to join. The IEM Caring Foundation is held accountable for any profit or loss made from the Conventions.

All the Fellows and people of the community working for the foundation do this as volunteers; hence, they do not receive any remuneration for their activities and responsibilities.

### Current Fellows of the IEM Caring Foundation (as of January 1st, 2025)

Ida Korpivaara (Finnish, 1993)

Carmen García Wang (Spanish, 1993)

Federica Rotta (Italian, 2000)

Arthur Michalczyk (Geman, 1993)

Sofia Cabeça (Portuguese, 1994)