



Programa Angels



Case-study

Uma relação assente em valores



anos em
Portugal

- Globalização
- Compromisso
- Empreendedorismo
- Inovação
- Parcerias
- Capacidade de execução



- Motivação
- Diversidade e Inclusão
- Integração
- Formação
- Trabalho em equipa
- Liderança

IBM Angels - *Overview*

➤ **O que é**

- Um programa de mentoriação por profissionais da IBM a estudantes membros da AIESEC

➤ **Em que consiste**

- Acompanhamento de 7 estudantes universitários, membros da AIESEC (IBM Angels), por IBMers voluntários, profissionais em cargos de liderança, visando o aconselhamento em:
 - definição de objectivos,
 - planeamento de carreira,
 - plano de desenvolvimento pessoal e académico,
 - acompanhamento de carreira na AIESEC,
 - oportunidades práticas para maior conhecimento e interacção com a realidade empresarial

➤ **Mais-valias**

- Adequação de competências “à medida” do mercado de trabalho
- Enquadramento planeado dos futuros profissionais
- Compromisso e fidelização na emergência de “novos” líderes e decisores

IBM Angels - *Etapas*

➤ **Seleccção**

• **Angels**

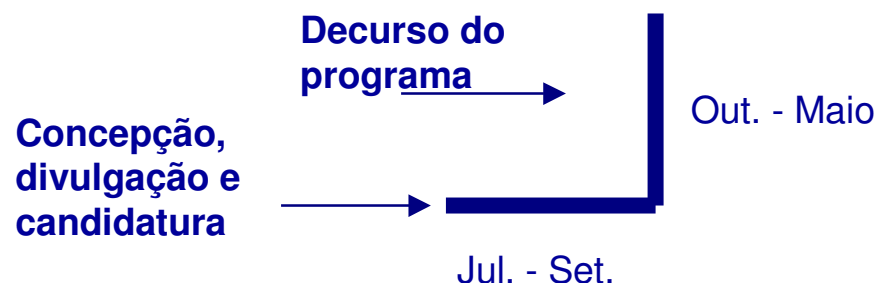
1. Abertura de candidaturas ao programa Angels na IBM
2. Recolha de CV's
3. Definição do perfil do candidato a IBM Angel
4. Pré-selecção dos candidatos a IBM Angel de acordo com o perfil pré-definido (3 candidatos por faculdade)
5. Entrevistas IBM
6. Divulgação dos candidatos seleccionados

• **Mentores**

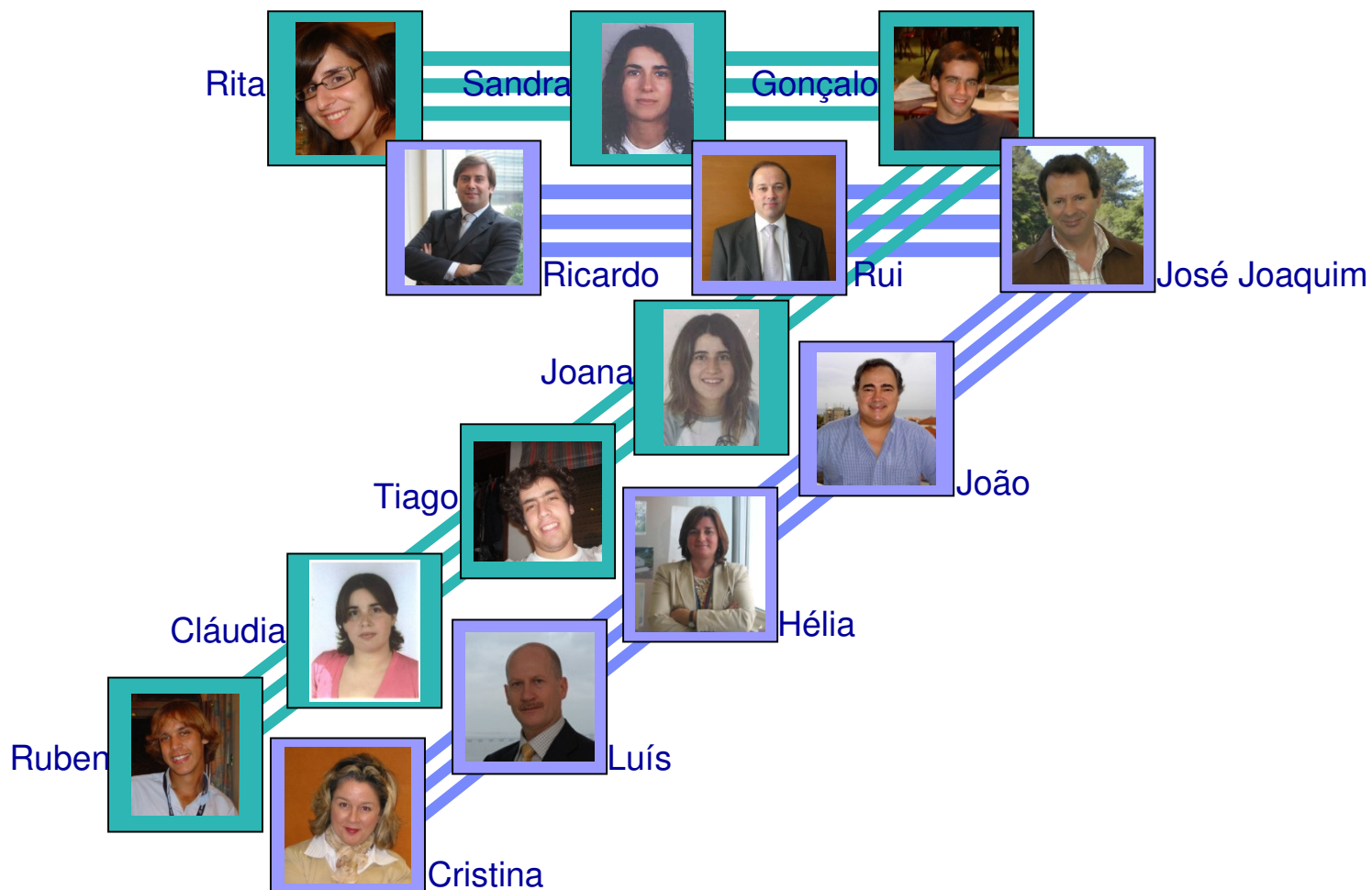
1. Análise de perfis profissionais
2. Seleccção dos candidatos a mentor
3. Constituição de pares

➤ **Desenvolvimento do programa**

1. Arranque
2. Reuniões periódicas
3. Avaliações intermédias
4. Encerramento
5. Avaliação final... Para além do programa
... o empreendedorismo enquanto arte de inovar com motivação e criatividade

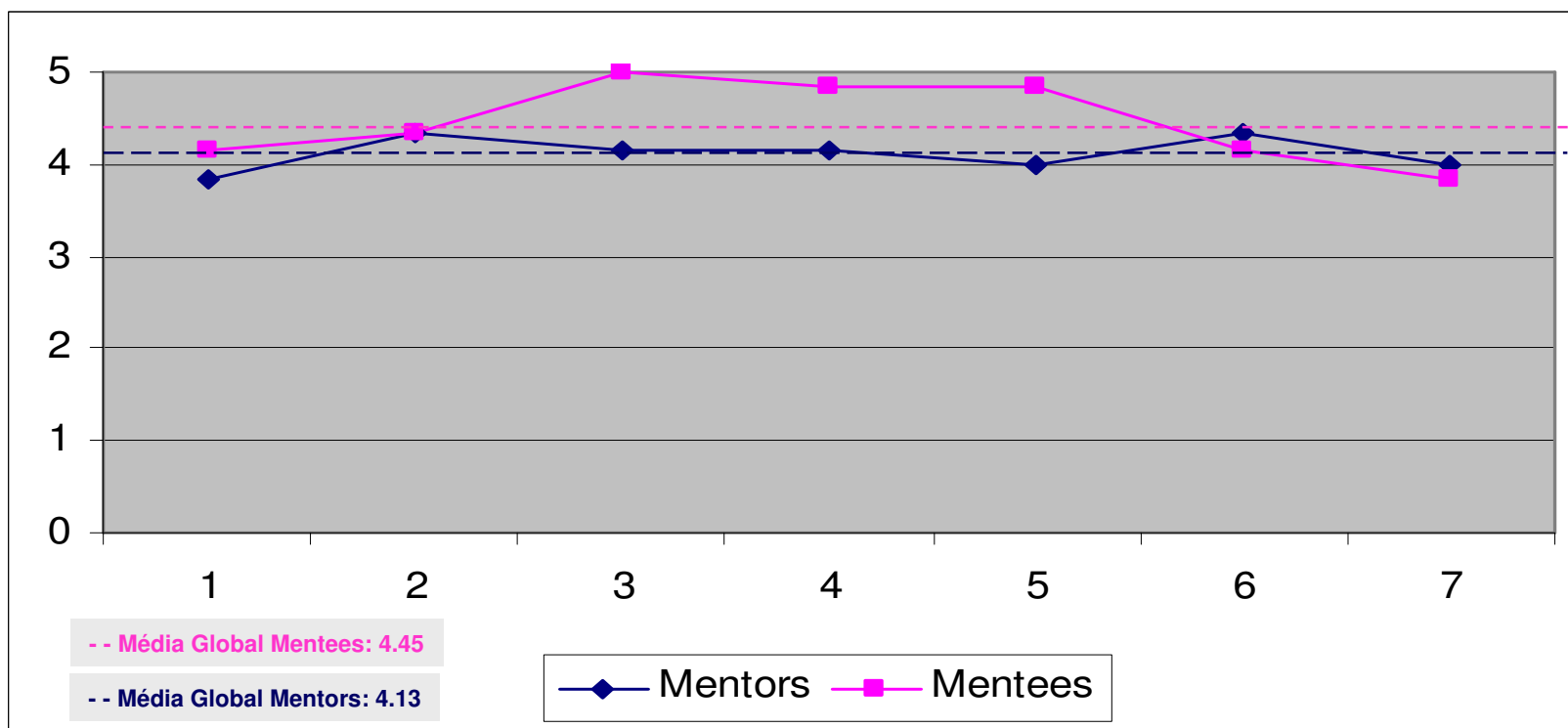


IBM Angels – Quem é quem



Resumo da Avaliação (1/2)

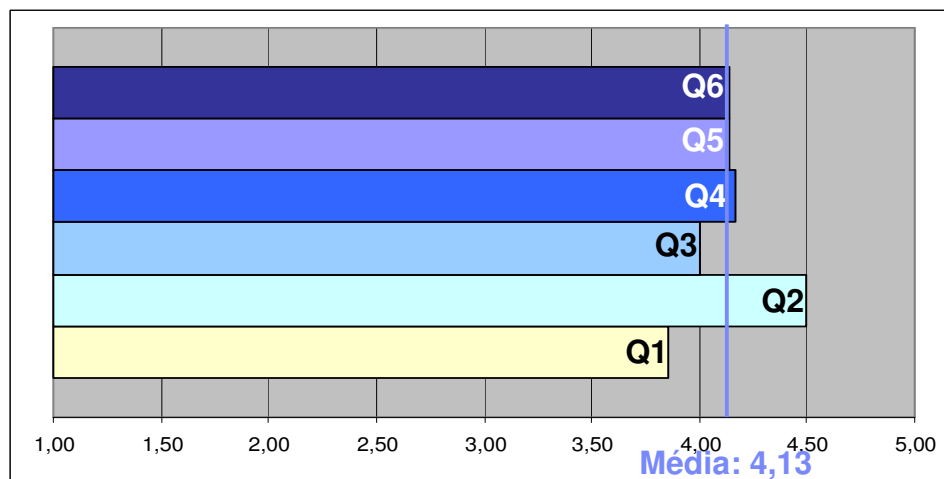
Níveis de satisfação equilibrados...



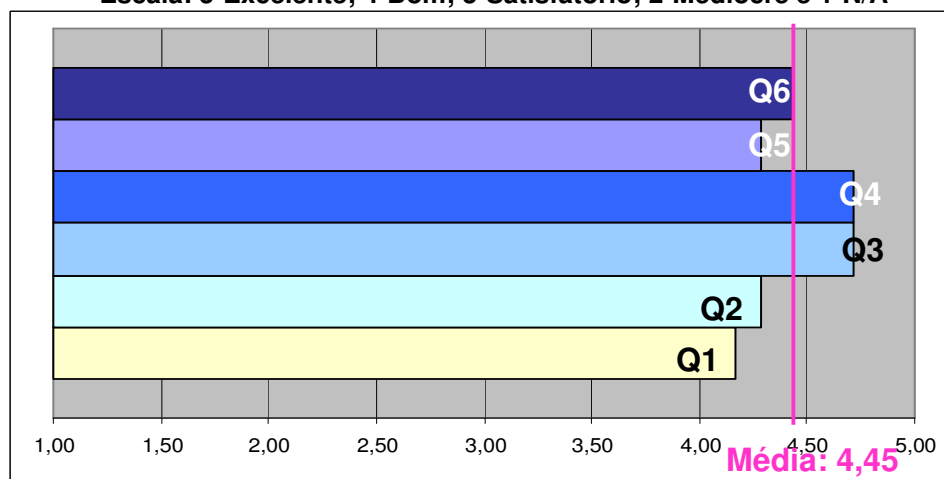
Escala: 5-Excelente; 4-Bom; 3-Satisfatório; 2-Mediocre e 1-N/A

Resumo da Avaliação (2/2)

... numa análise escalpelizada



Escala: 5-Excelente; 4-Bom; 3-Satisfatório; 2-Mediocre e 1-N/A



Mentores

- **Q1.** Como avalia a qualidade da Preparação do Programa?
- **Q2.** Interesse nas interacções/reuniões
- **Q3.** Competências
- **Q4.** Evolução
- **Q5.** Como avalia a utilidade do Programa numa perspectiva de desenvolvimento profissional do Angel?
- **Q6.** Como avalia a qualidade global deste programa em que participou?

Angels

- **Q1.** Como avalia a qualidade da Preparação do Programa?
- **Q2.** Interesse nas interacções/reuniões
- **Q3.** Competências
- **Q4.** Disponibilidade para esclarecimentos adicionais
- **Q5.** Como avalia a utilidade do programa numa perspectiva do seu desenvolvimento profissional?
- **Q6.** Como avalia a qualidade global deste programa em que participou?

http://w3-01.ibm.com/ibm/ondemandcommunity/success/volofthemoth.wss?CC=18053 - Microsoft Internet Explorer

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Volunteers of the month: IBM Angels build future leaders

May 2008 – Team – Portugal



In Portugal, a team of IBM volunteers are using On Demand Community solutions to help an international organization develop tomorrow's leaders.


Through a partnership with Association Internationale des Étudiants en Sciences Économiques et Commerciales (AIESEC) Portugal, the team took an existing mentoring program for university students — the Angels program — and turned it into an innovative solution now shared as a "best practice" model for AIESEC International.

"Angels" in the workplace

The original Angels program — which introduced university students to the world of work through building personal relationships with employees — was established by AIESEC in partnership with several key companies.

IBM Angels differs from the previous Angels program by linking top IBM executives with AIESEC students to share knowledge first-hand. A clear understanding of concepts and objectives by both parties — aided by the use of the On Demand Community [Share project management skills](#) and [Help not-for-profits measure their impact](#) solutions — has led the IBM Angels program to be more successful than its predecessor.

By employing the project management solution, IBM was able to better define the goals of their Angels program, and how to go about achieving them. A regular schedule was followed, with checkpoint meetings to monitor the program's development. Additionally, the Share project management skills presentations also became useful tools to help the students improve their management competencies and to define their professional careers.



José J Oliveira, IBM Portugal's Country General Manager, mentored Gonçalo Machado (right) during the first IBM Angels program.

"I was involved and committed to the first edition of the IBM Angels program," says José Joaquim de Oliveira, Portugal's Country General Manager. "It was a challenge that resulted in an overachievement of our original expectations. Over the course of the year, we were able to share important and strategic skills to help shape the students' future as they prepare to make their very first move into the labor market."


Gonçalo Machado, Oliveira's AIESEC student, will finish his degree in Telecommunications and Information Systems Engineering in June. "The program helped me to better understand how to 'fight' for successful personal and professional accomplishments," explained Machado. "Through the help of my mentor, I now understand the need to structure a personal and career plan very early in my life. If I'm able to anticipate the future, better opportunities and success will follow."

Raising the bar

The impact of the IBM Angels program has spread beyond the student mentees. Currently, IBM is working with AIESEC to develop a marketing plan — including case studies and best

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Select a solution Go

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Track your hours

How much time did you give?
Your last hours entry was:
April 2008
Total hours logged: **594**
Year to date hours: **76**
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Done Internet

AIESEC & IBM – caso sustentado de inovação social

IBM Zurich
Research Laboratory

IBM Best Student Recognition Event

- 2 – 4 de Julho de 2008
- 75 estudantes da Europa, Médio Oriente e África
- 2 estudantes portugueses

Filipe Carqueja – ISEG
David Martinho – ISCTE



IBM

AIIESEC

ANGELS

Globalização

Motivação

Compromisso

Competências

Diversidade

Empreendedorismo

Inclusão

Inovação

Integração

Formação

Parcerias

Trabalho

Equipa

Capacidade

Execução

Liderança

**Um caso de sucesso de inovação social...
na era da inovação tecnológica**