

**We offer organizations the opportunity to engage in a value exchange with an Industrial Psychology Masters graduate.**

## Why Host an Intern?

- As a host company, you offer these young professionals an opportunity to learn, grow and in turn add value to
- your organization.
- Cost effective way of getting insight into the most up to date and relevant people practices.
- Expertise to support your vision and people practices strategy.
- Full backing and consulting expertise from Shine's multi-skilled professionals
- All Internship admin requirements and criteria overseen by Shine
- Contribution towards development of young professionals in SA
- BBBEE Benefits for hosting interns who are previously disadvantaged

**All Shine Interns are empowered and trained in our Effective Leadership offering (based on the International Leadership Circle Model) and Co-Resolve Deep Democracy practitioners and advisors.**

**Our Internship Program has been designed to meet the requirements of, and be approved by the Health Professionals Council of South Africa (HPCSA).**



# Internship management & supervision

We will provide the intern with the following services and support:

- One-on-one support and guidance during his/her internship
  - Group meetings/workshops with other Shine interns and consultants
  - If the intern is lacking exposure to certain aspects of the internship program, he/she may leverage off other Shine interns
  - Review and submission of internship proposal and tailored programme to the HPCSA
  - Checking and reviewing of Quarter reports
  - Quarterly check-ins with the Host Company
  - Formal and informal Shine training (e.g. Effective Meeting Training, Train the Trainer Workshops, Co-Resolve Sessions, EQ Workshops, Coaching)
  - Leadership Effectiveness Training (2x full contact days)
  - Accredited Facilitation Training - Lewis Deep Democracy (7-8 full contact days across the year)
  - IOP-related information sharing
  - Access to mentorship of Shine professionals
  - Access to Shine's IP & resources
  - Regular check-ins & mentorship sessions
  - Formal supervision as per HPCSA requirements
- Please note** that we do not fund psychometric accreditation training for any of the interns. This is typically a cost incurred by the intern during the internship, unless otherwise negotiated with the host company.

