

Gears Model Polidore Civics Program

Our endeavor is to support the formation process of *civic leaders*. We work to create opportunities for young people to have conversations with experts and senior leaders and participate in several platforms where they can interact with other civic role models.

We are committed to fostering leadership that allows young people to reach their full potential in their professional interest and become role models that advocate for positive change and encourage others to take action. Youngsters can have a significant impact, inspire others, and guide them to become future *civic leaders* in their *Cross-Cultural Community*.

How does this program contribute to accomplishing our mission and vision?

The Polidore Civics Program aims to help members of the Cross-Cultural Community to identify, develop and reach their full potential, while becoming relevant voices within their family and community.

The Polidore Civics Program also seeks to convey that embracing a Culture of Lawfulness has a direct impact on the improvement of the daily lives all community members and the community as a whole.

The Polidore Civics program works in a 5 *Poli-Gear Model* ⚙️ process:

1. Selection ⚙️

Our Polidore Civics program connects civic leaders and role models in different areas of expertise with the participants that, after a search and selection process which involves all the *Polidore* network, have shown the potential to join the program to achieve personal and professional growth and at the same time become civic leaders within the *Cross-Cultural Community*.

Our selection process seeks to recognize young individuals who already have a special professional interest and have shown the potential to become *civic leaders*. We acknowledge academic success is an important factor to join the program, however, it is not the only aspect to be considered.

We select our candidates through a variety of means with the aim of granting access to people with different profiles:

- **Academic Success:** By receiving academic information, our organization works alongside secondary and superior educational institutions to shortlist candidates who have shown consistent academic strength.
- **Leaders to Be:** Through conversations with stakeholders within the *Cross-Cultural Community* and the *Polidore* network, our organization finds suitable candidates for the program who have shown interest in civic activism roles and promoting understanding within their community.
- **Open Call:** *Polidore* will periodically open application processes through which young members of the *Cross-Cultural Community* will be able to expose their potential by themselves. These applications will require candidates to write brief essays, film short-videos, or express their suitability for the program in other creative ways.

2. Advisory ⚙️

The current leaders and role models provide one-on-one advisory sessions to the selected participants. These sessions supply expertise, guidance, and recommendations in an informal space. The main goal is for participants to gain confidence and feel empowered to exchange ideas and set the tone for their future professional endeavor.

3. Mentorship ⚙️

The advisory session is the starting point for *Polidore* to engage in a mentorship relationship with the participants. Through follow-up sessions, our organization accompanies the participants through the process of identifying how their knowledge, experiences, and skills can be strengthened to help them to achieve their full potential and become *civic leaders*.

4. Events ⚙️

Polidore organizes events, such as conferences and meet and greet through which participants are exposed to valuable opportunities to connect, build networking relationships with stakeholders, and express their ideas on their professional path and improve the *Cross-Cultural Community*.

Such activities create a sense of ownership, responsibility, and leadership in the *Cross-Cultural Community*.

5. Polidore Civics Alumni ⚙️

To follow up on the impact the program has on its participants and the *Cross-Cultural Community*, Polidore will remain available as a guide in their development.

After one year of completion of the program, former participants will be asked to share their progress and development.