

**Abstract for a presentation at the Congress in Bern from April 10 to 12, for hospital technology**

**Subject of the lecture:**

**"Diamonds hand-polished - personalized customized personnel development"**

"The skills shortage in the hospital environment is increasingly evident", these facts can be read in all kinds of magazines.

The permanent growth of our company, the rise of complex innovative topics in the hospital and the demographic change require a rethinking in the today's HR departments..

The RHÖN-KLINIKUM AG, would like to avoid this skills shortage on basis of sustainable human resource strategies .

The concept that I would like to present deals with the present shortage of qualified employees in the technical departments of our hospitals.

Is it possible to run a hospital without a well-functioning hospital technology?

The requirements for the technical department grow steadily through the consistent implementation of the new hospital buildings and therefore new technological requirements. This results in new tasks to the ecologically-oriented management and new innovations in the hospital engineering. The number of available technical division manager is very limited. This shortage is linked with the low offer of degree programs in hospital technology. . This circumstance requires an urgent need for action!

To meet our future requirements of technical managers in our hospitals we developed a trainee program. Our target group are young professionals with appropriate final degrees in hospital business technology, electrical engineering, home and business technology and career changer. The contents of the program depends on previous knowledge and experiences of our trainees. Thus, the contents and the duration of the program are individual concerted. The permanent support and development process is equivalent to the complex polish of a diamond.

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