



Hungarian Genius Integrated Talent Support Program

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Nemzeti Fejlesztési Ügynökség

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'What are my dreams? If we had one thousand TalentPoints in the country in some years' time, plenty of them in the most disadvantaged regions, if Roma talents with starry eyes became teachers, doctors, and lawyers, if other countries of the European Union were standing in line to get the Hungarian model of talent support, I think this ship would be navigated to the port.

If I think of the extremely devoted kindergarten, elementary and secondary teachers and many other talent supporters, who give up their weekends and evenings to help, I am convinced that we will succeed. This country will set a good example for Europe. We will show that a crisis may be managed in a long-term and responsible fashion. Key points of this, where we, Hungarians have always been good at: creative and novel techniques of survival, talent and talent support.'

Prof. Péter Csermely

*Chairman of the National Talent Support Council,
winner of the EU Descartes Prize for Science Communication*

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'I enthusiastically support the starting-point of this movement that everyone may be talented. Indeed, everyone may be talented in something, and it is the a most honourable service to raise the self-respect and confidence in a child – or anyone – to find the talent within and help it to grow and become happiness.'

Prof. László Sólyom's – the former president of Hungary – opening speech at the Hungarian Genius Talent Day on the 27th March 2010.



'May talent be the value that the society does not only respect in theory, but it admires as an example.'

Mr Pál Schmitt's – the current president of Hungary – speech at the special general assembly of granting a doctoral degree with distinction at the Faculty of Science, Eötvös Loránd University, Budapest; 7th October 2010.

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Present and Future

'Nurturing talents must be a priority issue for our country'. 'The economic development of Hungary will be realized by the improvement made for knowledge intensive sectors'. In the spirit of these thoughts the Hungarian Parliament ratified the National Talent Program for the next 20 years as of 2008. A significant contribution to this long-term national endeavour is the Hungarian Genius Program, launched in June 2009, that will continue until the end of 2011 with plans for further expansion through 2013. The Association of Hungarian Talent Support Organizations as a non-governmental organisation is proud to be able to organize the EU-supported Hungarian Genius Program. As of today, over 300 TalentPoints have been established, and 210 educational institutions and civil society organizations have developed new and special talent support initiatives in frame of the Hungarian Genius Program.



Péter Bajor,
Project manager of the Hungarian
Genius Program

As the first step of the development, the Hungarian Genius Program will focus on adults who support talents. Its main aim is to establish and strengthen a professional network and to train experts dealing with talents. The program creates a Talent Map that displays the best practices of talent support and the organizations that are involved to help talents. The establishment of local, regional and thematic Talent Support Councils enhances cooperation and development of local support. A network established this way forms a good basis for a long-term continuation of the program.

Based on the achievements of the 3-year Genius Program, another short-term project is planned to continue the expansion of talent care work in Hungary. In the strategic plan of the Talent Bridges Program to begin in 2012, we have identified three key areas for action: bridging the gaps in the TalentPoint network, encouraging talents in taking part in social responsibility issues and increasing media reach. In order to become sustainable, much attention should be paid to maintaining and expanding the support structure of this system, but the focus will significantly shift towards direct talent care work with the youth.

Our publication aims to present the activities and achievements of the Hungarian Genius Program and gives an outline for further local and international plans for our talent care activities.

Talent - the Potential Hidden in All of Us

'Everyone can be talented - in something. If we experience that a child behaves unusually, it might be a signal that the child is a talented person.'

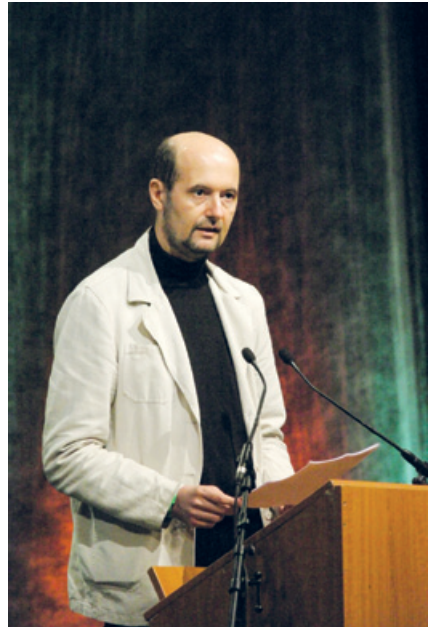
Prof. Péter Csermely, Chairman of National Talent Support Council

'A talented person is somebody who has an excellent gift - with a combination of extraordinary general skills, high level of special skills, creativity and devotion to a certain field, talented people are able to perform at a high level in any step of life.'

Prof. László Balogh, Professional manager of the Hungarian Genius Program

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'Everyone may be talented - in something', said professor Csermely, one of the initiators of the Hungarian Genius Program. We can all see and experience that some are more talented than the others - in something. The National Talent Program, including the Hungarian Genius Program, aims to help young people discover the talent in themselves and help adults recognize the talented youth. However, this is not enough. Talent alone is only a potential, a promise. Real talent should be enabled and the potential should be realised. In society, a person is talented if he/she can develop his/her talent and make use of it for himself/herself and society.



Prof. Péter Csermely,
Chairman, National Talent
Support Council

Talent has long been considered (and in many places still is) to be something that does not let itself be suppressed, breaks away and strives to express itself at any price. If this were so, talent would be easy to recognize. Experience has shown and research confirmed that talent often remains hidden, giftedness is unrevealed. Skill and performance are two different things. Therefore, we must recognize and take care of talents. They must be observed and identified by different features. For this, knowledge, experience and background are necessary.

Being talented is an advantage, but it can also be a burden. Lonely talents are disadvantaged, if they are to develop their skills on their own. The Hungarian Genius Program aims to create a talent-friendly social environment. Within this environment the objective is to establish talent-supporting communities and a network so that high achievers can emerge and realize themselves for the benefit of the public.

‘In the terrain of Hungarian talent support the field is uneven, as the programs do not create a system. One of the most important things is that the work should be built up systematically from the selection of children to continuous surveys of progress and impact. The second important element is to prepare experts. The third is to encourage the educational institutions in those parts of the country, where talent support has not been concerned so far’.

Prof. László Balogh,
Professional manager of the
Hungarian Genius Program



Hungarian Traditions of Talent Support

Talent emerges only in a loving and supporting environment. In such places it thrives and multiplies. No doubt, every community needs talents. Having recognized this, several European countries have begun to establish their own talent support system. Hungary is marching at the lead in this: on the initiative of the National Talent Support Council a 20-year-long National Talent Program was launched by the Hungarian Parliament in 2008. Such organized talent support work, however, is not without firm traditions in the history of the Hungarian educational system.

Like in other countries, in Hungary, talent support has a long history in which the state, non-governmental and church educational institutions, as well as indi-



The Fasor school building: home to future Nobel Laureates
Many prominent Hungarian artists, scientists, and Nobelists share a common history – they were all students at the same Fasor alma mater.



Edward Teller at Lawrence
Livermore National Laboratory



John von Neumann
in Los Alamos



Nobel prize winner
Eugene Wigner

vidual initiatives all played an important part. The Budapest Lutheran (Fasori) Gymnasium is one of the leading institutions of talent support educating excellent scientists, like Leó Szilárd and Eugene Wigner, who later received the Nobel prize. The same school nourished other high achievers including John von Neumann, who invented the computer and the well-known physicist, Edward Teller. Also, the selection of talents and supporting their first steps would not succeed without the educators, who have devotedly been working and monitoring their students' development and trying to sustain the talented youth's interest and curiosity. László Rátz, the headmaster of the above Gymnasium, is an outstanding example. He helped excellent mathematicians, physicists and chemists find their way, recognized and personally supported the first steps of later scientists, like the mathematician John von Neumann or the physicist Eugene Wigner.

The National Talent Support Council, established in 2006, devotes itself to continuing the success story of Hungarian talent support. The council works with the cooperation of 30 members and almost 1,000 partners. The experts of the Council worked out the national talent support strategy and action plan for the next 20 years that was approved by the Hungarian Parliament in 2008.



Hungarian Genius Network - a Special Network Model for Supporting Talents

The Hungarian Genius Program is a three-year European Union funded talent care project that is embedded in the large-scale National Talent Support Program worked out by the National Talent Support Council. This three-year program introduces a special talent support model that incorporates the scientific findings of network research in its organisational development and operation.

The idea of network building comes from network researcher Péter Csermely Phd. His scientific achievements convinced him that network organizations (cellular networks or the Internet) work more efficiently than either a hierarchical or a random group of members. This model applies to society, too. The Genius Network, established by the cooperation of talent support organizations and experts, makes the flow, the distribution and use of information efficient. It can convincingly represent the issue of talented people not only to professional-educational fora, but to economic decision-makers too. With all these activities, it effec-



tively promotes the discovery, success and social development of talented youth. The network model of the Hungarian Genius Program, which is unique and becomes popular within the EU and all over the world, builds an intersectional cooperation between the disorganized, simultaneously working talent-supporting initiatives, integrating the public sector, the non-profit sector and the private sector. The Program provides a passage between the different (vertical) decision-making and activity levels by relying primarily on local, non-governmental organizations and movement from the bottom up, complemented with the support of the European Union and Hungary in terms of policy approval and funding.

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TalentPoints function as nodes of the Genius Network. TalentPoints are talent supporting communities that are founded by public institutions of education, the church and/or civil organizations. They join the network voluntarily and are responsible for the following four main tasks:

- a) talent identification,
 - b) talent support,
 - c) talent counselling and
 - d) cooperation in the TalentPoint network;
- learning the best talent supporting practices, exchanging information.

Active TalentPoints have covered the whole of Hungary and surrounding area with a network in several fields of talent support (e.g. intellectual talents, arts, sports, and craftwork) by now. TalentPoints that were established earlier provide assistance to less experienced members, and encourage the creation of new TalentPoints. The network is expanding continuously and the number of TalentPoints (currently well above 300) is increasing rapidly. The aim of network building is to include not only Hungary, but also all areas of Romania, Slovakia, Serbia and Ukraine inhabited by Hungarians. The Program will reach approximately 20,000 talented young persons by the autumn of 2011.



Our publication is illustrated with photos of young talents participating in the event called the First National Genius Talent Day and the paintings of children living in extreme poverty. The pictures depicting Gipsy tales were made in the spirit of the fight against poverty and social discrimination in the workshop of Igazgyöngy Alapítvány ("Orient Pearl Foundation") in Berettyóújfalu.



Zsanett Gertner: Villás

'In this part of the tale, Villás is weeping for his mother. She gives him a magic brindle and if he throws it to the ground, a horse will come out of the ground and this way he will be able to take Tündérszép Ilona (Ilona of Fairy-like Beauty - a Hungarian fairy tale character) to the king. I decorated his mother's hair with flowers and hearts because they look great'.



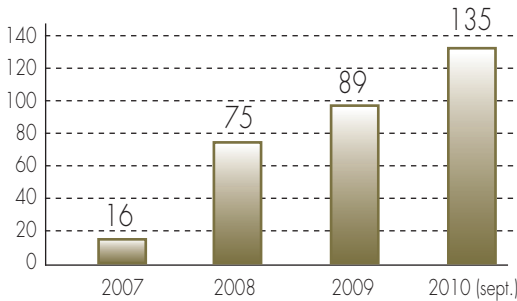
Izabella Jónás: Borsszem Jankó (Johnny Peppercorn - a Hungarian fairy tale character)

'We drew a twelve-headed dragon abducting three princesses. Their brother, Borsszem Jankó went after them. He climbed after them on a chain. The three princesses changed his wine from which he took his courage. This way Jankó could kill the dragon'.

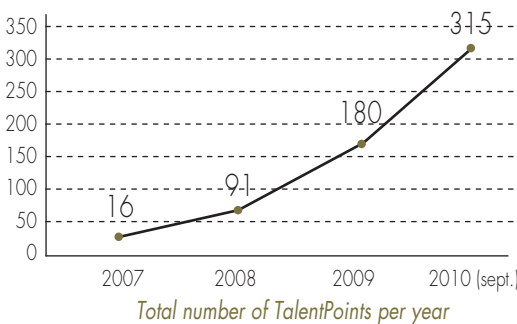
József Juhász: The devilish servant

'One evening the priest wished to kiss the farm woman through the open window. The bootmaker wanted to play a trick on them: when the priest knocked on the door in the dark, the bootmaker held out his face so that he would get the kiss and not the farm woman'.

Annual number of established TalentPoints



Growth of the TalentPoint Network



Ever since the call of the National Talent Support Council to create and register talent support institutions as TalentPoints was made public in 2007, over 300 initiatives have been received and evaluated by a committee of experts convened to serve this cause. TalentPoints are of diverse institutional backgrounds, representing all segments of the educational sector including public, church-owned and non-governmental institutions. The number of TalentPoints is likely to reach 400 by spring 2011, reaching out to some 20,000 young people.

Within the frames of the Program an Internet website called Hungarian Genius Portal (www.geniuszportal.hu) has been created that serves as a platform to extend network connections, forward information and facilitate communication among the members of the Genius Network. All the information and news (courses, conferences, Talent Days etc.) in connection with the program and the network are published on this site. A core element is the interactive Talent Map, where TalentPoints inside and outside of Hungary are displayed and introduced, and the best talent supporting practices may also be found. Most of the content, (e.g. description of TalentPoints or best practices), is uploaded to the Portal by the members of the network. The website is important in building, developing the network (registration, providing information, assistance etc.), and in the communication within the program and the network. To make the program financially and professionally clear, all important documents of the Hungarian Genius Program and detailed documents related to financial and professional accomplishments are published on the website.

The screenshot shows the homepage of the Hungarian Genius Portal. At the top, there is a navigation bar with the logo 'MAGYAR GÉNIUSZ PORTÁL' and a search box. Below the navigation bar is a horizontal menu with categories: Tehetségpontok, Hírek, Tehetségnapok, Gényusz Képzések, Konferenciák, Pályázatok, Tehetségkönyvtár, Jó gyakorlatok a tehetségsegítésben, Teheségtérkép, Tehetségsegítő Tanácsok, Társ pályázóknak, Médiafigyelő, Gényusz Projekt, Becsületablak, English, and TalentDay. The main content area is divided into several sections: 'Magyar Géniusz Hírlevél' with a registration form and links for 'Feliratkozom!', 'Jelentkezés', 'Kapcsolat', and 'Sajtókapcsolat'; 'Tehetségnap Badacsonytomajon' featuring a colorful banner and text about the event; 'Gényusz Arcok' highlighting 'Baráti Kristóf' as the winner of the Oscar award; 'Gényusz Hálózat' mentioning a workshop for gifted children; '„Tehetőség” idézetek' with a quote by Arthur Honegger; 'Gényusz Képzések' showing a score of 3-3-0 for a completed course; and 'Gényuszok a médiában' with a date of 2010. december 6.

Web content and functionality:

Database and map of Talent Points in and around Hungary

List of Talent Support Councils

Database and map of best talent support practices

Calendar of Talent Days and other events

Conferences and workshops

Genius Courses: choice of training programs and online registration

E-library of research results and other publications

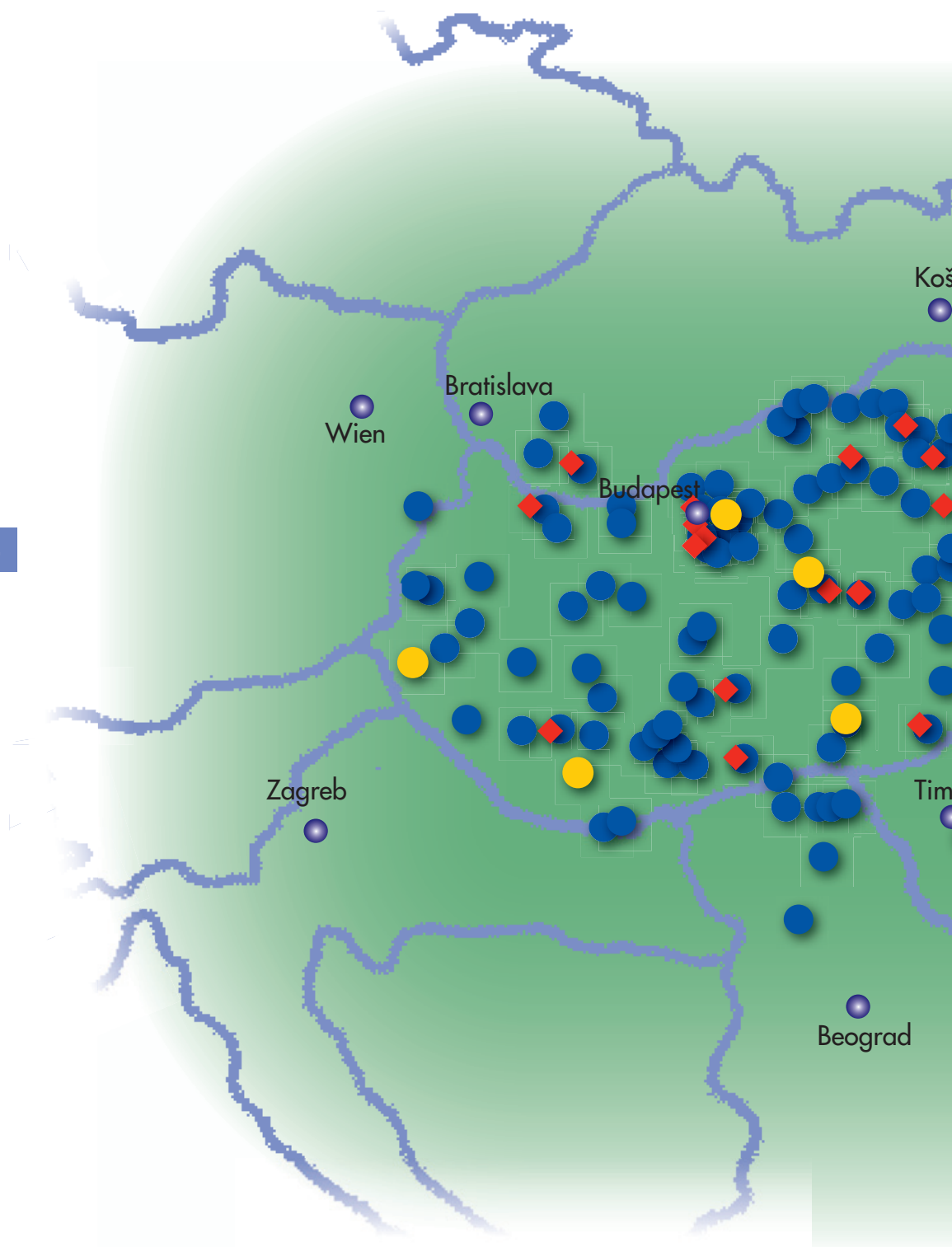
Monthly electronic newsletter

Talents in the media

Detailed information on project planning, results and finances

Talent Map of all institutions forming the Genius Network




Talent Map



We have created an interactive map of Talent Support institutions in order to provide information to all those interested on talent support opportunities within easy reach of their homes or schools. The map is complete with a database of all institutions, where users are offered to research by target group or geographical location, as well as fields or domains of talent. By creating and continuously developing the Talent Map, we hope to help talented young people, as well as their parents and teachers find the most appropriate member institution of the Hungarian Genius network to meet the special needs of gifted children within reasonable distances.

The aim of the Hungarian Genius Program is to build connections with all possible partners who share our passion for talents, and help all those gifted in the fields of science, sports, arts and crafts, music or more to meet the best people who may act as catalysts in fulfilling their potentials.



 TalentPoint  Best practice  Talent Support Council

The online interactive Talent Map is available at www.geniusportal.hu/tehetsegterkep

Genius Training Courses

10 to 30 hour training courses have been developed and accredited in 79 subjects to reinforce the talent supporting professional work. The courses may be attended in all regions of the country. A broad range of skills, tools and techniques are introduced, strengthened and practiced during the trainings. These involve the exchange of experience and knowledge expanding trainings, programs for those who deal with talented people in developing communities, as well as courses that improve the awareness of the talents' families and environment. The aims of the courses are not only the exchange of information but to produce and develop the professional methodology required in teaching talents. The next segment is the development of resources improving leadership, innovation and managerial skills of talented youth.

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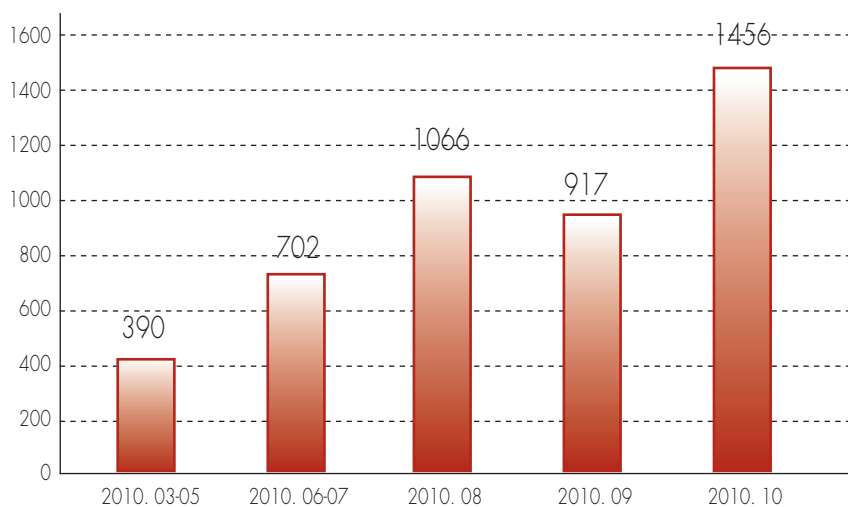
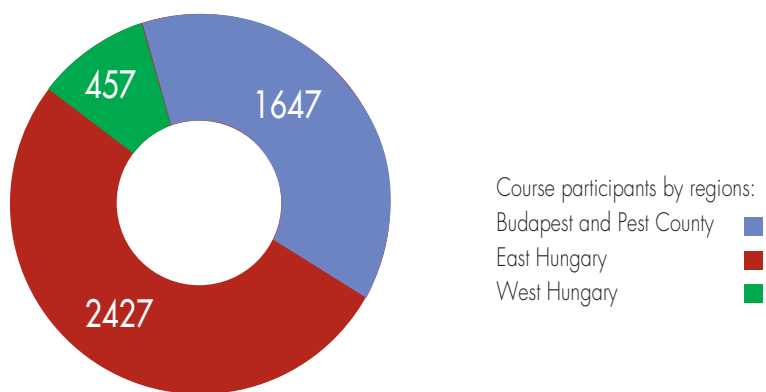


Shifting roles

Music instructors participating in one of the methodology trainings organised by the Hungarian Genius Program.



From the Spring 2010 until the end of October 2010, more than 4,500 teachers and other talent care professionals have studied in 297 groups of the courses of the Hungarian Genius Program. By the end of 2010, over 7,500 people applied for the courses altogether.



Monthly number of participants at Genius training courses

Celebrations of Talent - Talent Days

One of the most important achievements of the Hungarian Genius Program is the organization of Talent Days within and outside the borders of Hungary. The first Talent Days of 2006 have grown into a movement: several towns and local communities joined the movement and organized their own Talent Days. The Program aims at organizing about 500 events in 2011, involving at least 50,000 people in Hungary, Romania, Slovakia, Serbia and Ukraine.

These Talent Days are partly professional meetings, where experts, program leaders and those who support talents can meet each other. On the other hand, talented young people may also introduce themselves at such occasions. The Talent Days are events where local communities can say thanks to talent supporters – teachers, experts, mentors, artist-teachers, coaches. These occasions can turn the attention of the public to unfolding talent and promising youth, and they can strengthen everybody's willingness to realize their potential and recognize talent supporters. As well as Talent Days indirectly contribute to making society aware that talent and talent support is value.

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Game or research?

Being placed down in any position, **Gömböc** always returns to its stable point of equilibrium. It is similar to a more common toy: the Comeback Kid, also known as Weeble or roly-poly toy. Invented by **Gábor Domokos and Péter Várkonyi**, who were inspired by a mathematical theorem, Gömböc was ranked among the most useful inventions in the world by the New York Times.

The gold medal chemist

School leaver of ELTE Apáczai Csere János Practising Grammar School **Júlia Batki** won a gold medal in chemistry in the International Students' Olympics in 2009. The competition aims at finding and supporting talents as well as building and developing international relationships. 250 students from 64 countries participated in the competition in Cambridge.



Lili Felméry

'Dancing is my life. My real life. The place where I can be who I am. The place where I know what small and big, and what white and black mean. What yes and no mean. The place where the world is real and liveable. The place where I feel at home.' The career of the extremely talented ballet-dancer was supported by talent-supporting grants.



The world famous Hungarian composer and pianist, Béla Bartók, was born on March 25, 1881. As a tribute to his talent and achievement, Talent Days have been organized on or around this date in Hungary and the neighbouring countries since 2006.

International Partnerships and the European Talent Day

As the TalentPoint Network is gradually expanding, additional activities of the program are becoming more visible to the public. Recently, more and more countries outside the Hungarian borders have taken interest in the TalentPoint Network and organising Talent Days. As the next European presidency, to be held by Hungary in Spring 2011, sets talent support as one of its top priority topics, the issue will gain an European dimension and recognition. In order to make the most out of this increased exposure of the topic, Hungary is organizing a series of events with the assistance of EU member states and local organizations.

The overall aims are as follows. The first is to attract the attention of the public on the concept that our talents play a significant role in improving the life of our communities, and shape our lives by providing innovative solutions to challenges. The second is to emphasize the social importance and benefits of talent support itself. In order to bring talent support to grass roots and make it a real tangible topic, Hungary invites all EU-countries to celebrate and present their talents through organising Talent Days. Therefore, we ask the talent support organizations of all EU member states to make the achievements they consider inspiring for other countries public and get involved in this initiative. We have set up a website, (www.TalentDay.eu) and mobilize other media also, to help talents and talent support programs get due publicity on Talent Days, and helping the dissemination of good practices.



Visit the conference website at www.conference2011.talenteday.eu

The central event of European Talent Day will be held between 7 and 9 April 2011 in Budapest as an International Conference of Talent Support. Several guest lecturers are expected from Europe (e.g. from the European Council for High Ability, ECHA) for the three-day talent support conference to introduce the experience of their own organizations or countries, to present successful case studies and questions that will make the international participants think and generate lively exchange of their own experience and opinions. In the conference program several subfields will be targeted with the help of the most prepared theorists and practical experts. One aim of the event is to make a proposal of establishing an EU Institute of Talent Support.



Celebrating Europe's talents

The member states marked in light blue have already expressed their wish to join the European Talent Day initiative. We encourage all European countries to organize their own festive events in Spring, 2011 to mark the European Day of Talented and Gifted.

More information: www.talenteday.eu

The conference tries to find the answers to the following main questions:

- What is the role of talent support in encouraging social cohesion and integration of disadvantaged groups in society?
- What forms of cooperation may facilitate European mobility of talents, and how can talented youth be motivated to stay to make good use of their knowledge in the European Union?
- How is the issue of talent support presented and what role is given to it in the European educational strategy (EU 2020) and in the plans for the professional policies of EU member states?
- What talent support models and best practices work in EU member states?
- How are the businesses in the private sector involved in talent support? What are considered as best practices? Which direction should be followed in this field?
- How can the achievement of pedagogic research be built into governmental decision-making on talent support?
- How is talent support promoted by networking? How do talent support networks contribute to maintaining motivation and keep people in their careers?

The international program committee of the participating countries welcomes all, who are interested in participating in the above meeting and/or to extend the European Talent Day. The European Talent Day is multilingual; contact: info@talenteday.eu

Talent Support Council

The professional activities of TalentPoints in the Hungarian Genius Network are assisted by the Talent Support Councils by organizing social co-operation. Talent Support Councils are geographical (local, regional) or domain-specific (eg. arts, maths, music etc.) fora of volunteer or professional organizations as well as talent support communities.

They can involve several TalentPoints and institutions in the area. The Talent Support Councils include representatives from the educational, local government and the business sectors. Thus, these bodies are able to represent the issue of talent at a local, county or regional level and they establish intersectional cooperation in order to strengthen the social consolidation of talent support and talent exploitation. So far about a dozen of Talent Support Councils have been established within and outside the borders of Hungary. By the end of 2010, 20 regional and cross-regional domain-specific Talent Support Councils are expected to start work. By 2011, the number of Talent Support Councils could increase by 50. The primary tasks of the members of Talent Support Councils are: a) organize fora for the talent support activists; b) take part in decision-making related to talent support; c) organize Talent Days, conferences and participate in them; d) organize discussions for TalentPoints and Talent Workshops, promoting the initiatives of talented youth.



Choreographies from the Internet
Szabolcs Csikó became generally known in Hungary at the age of 16. Thousands of people were amazed by his dance, his positive attitude towards life and his power of mind. He could reach all this owing to his talent, but the opportunity and a venturesome attitude were inevitable for his 'success'. In order to unfold his talent, regular training and a long learning process will be necessary. Szabolcs Csikó is attending the Hungarian College of the Art of Dancing at present.

Friends of Talent Club



Folk dance group of Napsugár ("Sunbeam") Kindergarten in Maglód
The winner of the "Master and Apprentice" Competition organized on the occasion of the first National Genius Talent Day was voted by the public to be the children's folk dance group from Maglód, led by Anna Gellér and Katalin Mártonné Csányi.

The Friends of Talent Club is a voluntary organization that holds together those, who are able and willing to support talents voluntarily and serve the issue of talent care. The main reason for establishing the Club is to create a framework, where the support offered can continuously and regularly be used and the Friends can see and experience the efficiency of cooperation, and thus maintain social activity in supporting talents and strengthen social devotion. The Friends of Talent are those, who take part in supporting talents in Hungary, Romania, Slovakia Serbia and Ukraine voluntarily; those who are able and willing to join talent supporting at any stage from discovering talents to realizing their potential to the benefit of the society. Among them, there are mentors, counsellors and educators, who voluntarily help the talented people unfold in their professional life. The members of the club can be patrons and/or supporters. "Patrons" are those, who voluntarily support talents with a considerable amount of service. "Supporters" are those, who voluntarily support the movement of talent support with a smaller amount or voluntary work, by mobilizing their contacts or in any other way. Members of the Club can become volunteers who contribute to the Hungarian Genius Program primarily with their work.



The virtuosic talent of the piano and the flute. **Fruzsina Forró** of the Art School of Apáczai Education and Cultural Centre plays both musical instruments at a high level. She has been awarded 15 prizes in national competitions and 3 in international ones. Her master is her mother: Music teacher Katalin Iván has been awarded Pro Talento and Artisjus prizes.

Best Practices in Supporting Talents

One of the aims of the Hungarian Genius Program is to collect and disseminate best talent support methods that are in use in Hungary and countries abroad. Best practice can be any activity that fits into the process of talent support, concerns a subfield (e.g. recognizing and diagnosing the talent, talent care activities, counselling etc.) or it combines a complex talent support program of several fields. It is important that the procedure should be practice, for example: the program needs to have been running for several years. Thus, the process and the effects of the program must be checked and monitored.

The summary and the presentation of all this information and experience makes the central theme of the best practices and enables exchanging experience in the Hungarian Genius Network or publishing it outside the network. The best practices appear on the website, www.geniuszportal.hu in a continuously updated database and on the best practices map as well as in print.



Best practices published on the project website are arranged according to target audience, age groups and talent domains. The choice of methods offered include arts and crafts for kindergarten kids, board games or drama pedagogy for teenagers, experiments-based science classes for would-be scientists and much more. All best practices are linked to the institutions where these exemplary methods are practiced. Contact information is provided in order to help those interested to gain first-hand experience and advice.

Investment in Talent - Talent Loan

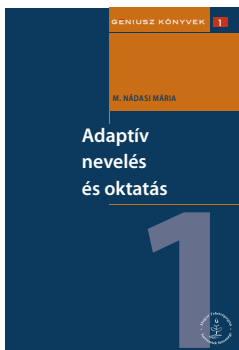
The National Talent Support Council has worked out the concept of a Talent Loan to support and finance young talents. Talent Loan draws on the concept of the successful Student Loan scheme, which has been available for students in the higher education system in Hungary for many years by now. A similar financial construction can be worked out for talented young persons generally. The scope of using the loan would be very flexible. It may be spent to pay tuition fee, to finance courses abroad or to provide reasonable educational conditions. An example from sports: if someone has been a winner several times, he/she can get sponsored more easily - but who will sponsor his/her very first world event? The real task is to finance this, which cannot be afforded by the family of many talented youth. This issue of initial investment can be solved with the Talent Loan. A special form of the Talent Loan will be developed to meet the needs of extraordinary talents – who often need extraordinary amounts of financial support (e.g. for a top level violinist to be able to purchase a quality instrument), but have very high chances to pay all this back later on.

“We start from that fact that enterprises have a kind of embryonic stage, when they must be supported, since they have not yet reached their market completely; in the same way, the unfolding phase of the talents can have an embryonic stage, when they are unable to finance themselves. But talent carries a promise like a vine-root for a wine-grower. Wine-growers also need faith; they must believe that the wine-root will turn productive in four years’ time, the wine will mellow into high quality wine - and the work and money invested will be recovered in eight years’ . It takes time to realise the potential of a talent leading to social and economic value: from the recognition of talent, through the unfolding stage to employment. One might be an artist, a scientist or a blue-collar worker, for example a talent who emerged from vocational education; when this person has grown ripe, he/she will see the fruits of his/her labour. This ‘vintage’, in economic sense, is the income, from which the talent can pay back his/her loan. It is important to give a loan and not a present so that the selected talent should feel responsible for it. If we trust a potential talent, we should support his/her start with a considerable amount. We advance the fulfillment of this person, and later, when he/she turns productive, he/she should pay the loan back to society. I believe that you can find the means to finance something that can contribute to a working system.”

Dr. László Balázs, CEO of Volksbank, Hungary,
the head of the working group on Talent Loans



In order to ensure the quality of our work and stay aware of what is happening in our system, we put great effort into monitoring the successes and development through collecting data and making polls. Measuring impact not only helps us to see what our organisation is currently achieving in terms of creating a talent-friendly society but it also provides possible means to evaluate our future performance. An extensive survey made in summer 2010 revealed, that one of the greatest challenges we face is to decrease the competitiveness, lack of trust and parallel work in between organisations of the network in order to strengthen the bonds and facilitate cooperation among network members. This challenge points out the necessity to help individual organisations to reframe the narratives they tell to themselves, and leaving a competitive approach behind, help them realise and value the interconnectedness with other talent care initiatives that they share long-term ambitions with.



Next to the regular monitoring and assessment, the development and editing of publications also take a significant part of the background work of this system. As one means for supporting the progress of talent professionals in methodology and also to provide the materials for our conferences and courses, we develop resources and offer several publications on topics related to talent care. A wide variety of tools and techniques are introduced to the reader in a range of subjects, balanced with some works on more theoretical aspects of the area. These include: aptitude and behavioral assessment, methods of mentoring, development of critical and reflective thinking, guidance on talent care in specialist fields, the role of talent care in integration, development of entrepreneurial and project management skills etc. These materials are available for free in electronic and printed forms.

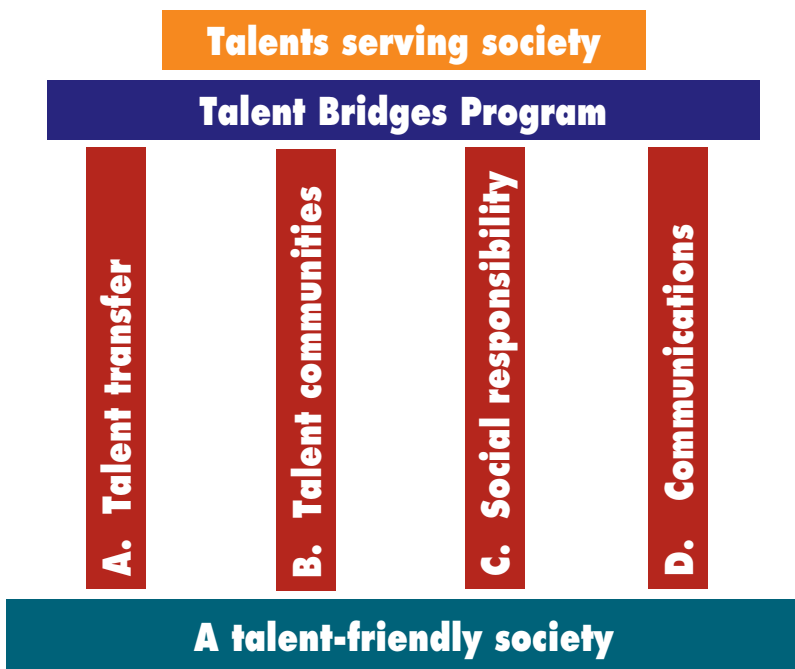
Some 20 books are to be published on various aspects on talent identification and talent care. Topics include talent management in higher education, talents with socio-cultural disadvantages, development of reflective thinking, and more traditional topics such as talent care in maths or physics in secondary schools.



Moving on and Gaining Momentum - the Talent Bridges Program

In recognition that continuous support of talents is a priority interest and task of the whole nation, the Hungarian Parliament approved the 20-year National Talent Program in December 2008. The first phase of the long-term national strategy is the Hungarian Genius Program that prepares the way to the introduction of a two-year project called Talent Bridges Program starting in 2012. The combination of these two programs are designed to build the support structure of talent care in Hungary that can serve the growth and expansion of the field during the whole 20-year-long period.

In the framework of the Talent Bridges Program the main objectives are: to further improve the contact system between the different levels of talent support organisations; to develop peer communities from talents based on the initiatives coming from young people; to engage talents in taking active role in social responsibility; to increase media reach in order to enhance the recognition and social support of both high achievers and talent care; and last, but not least, to arrange the preliminary steps of setting up an EU Institute of Talent Support in Budapest.



The Hungarian Genius Program is financed from EU funds. The total budget of this network-building project is 2.4 million Euros spent in the 2009-2011 period.

In addition to this funding, some 210 talent support organisations, mainly schools and NGOs have received an additional 8.3 million Euros (ca. 40,000 Euros/institution) of EU funding to help their local talent support initiatives.

The National Talent Program is mostly financed by the National Talent Fund, which allocates this money through a wide-range of calls for project proposals. In 2010 2.8 million Euros of this resource is made available to talent support programs in Hungary and in the Hungarian inhabited regions of the neighbouring countries.

The Hungarian Genius Program in numbers (as of November, 2010):

Total budget of the project	2.4 million Euros
Number of registered TalentPoints	over 300
Number of TalentPoints in the process of accreditation	170
Best practices received from Hungary	over 110
Best practices collected abroad	20
Talent Days co-organized by the Hungarian Genius Program	50
Talent Councils formed in Hungary	15
Background studies written	19
Books in publication	15
Training programs developed	79
Number of courses taught	297
Total number of trainees	4531
Recipients of e-newsletter	near 3,000
Visitors of geniuszportal.hu	over 80,000
Total number of expected participants	20,000

Our Team

In order to ensure smooth operation, coordination within the project and aiming to meet high professional standards the Hungarian Genius Program is managed through the following thematic teams, lead by experts:

The professional manager of the Hungarian Genius Program is *Prof. László Balogh*

Network development and coordination – *Gábor Rajnai*

Establishing TalentPoints
Organizing regional Talent Days
Advising Talent Support Councils

Theory and methodology – *Mária Polonkai Phd*

Providing professional-theoretical background for TalentPoints
Collecting and distributing best practices of talent support

International relations – *Csilla Fuszek*

Collecting and disseminating international best practices
International networking

Trainings and professional development – *Mariann Mentler*

Development of training programs for teachers, educators, social workers, psychologists
Courses to develop leadership, innovation and management skills of talented youth

Socio-culturally disadvantaged talents and talents with special needs – *Éva Gyarmathy Phd*

Talent support of children coming from disadvantaged backgrounds
Theoretical and educational development of talent support methods
Integration/Equal opportunities

The operation of the program is handled by a small, but efficient project office.

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