

GRADUATE DEVELOPMENT PROGRAMME

ENGAGE, EMPOWER AND GET RESULTS

Participating company and participant profiles

This programme is for companies who want to:

- Attract the best talent and fast-track their development but do not have the numbers to justify a completely tailored offering.
- Establish a line of sight for their graduates to strengthen their commitment and value to the organisation.
- Invest in mobilising their future leadership pipeline and creating an engaged and professional management population.

This programme is for participants who wish to fast track their personal and skills development and are:

- Taking part in a company graduate programme, or
- Recently hired into an organisation, or
- A high potential young manager or individual contributor.

The IMI Graduate Development Programme will be delivered on a consortium basis to a limited number of organisations that typically have less than 8 graduates employed at any one time. The graduates will benefit from interacting with peers in other industries and companies.

Rationale and overview of the programme

For decades, the college degree had been the strongest signal of job readiness. Today there is a lot of noise interfering with that signal and employers question whether a traditional undergraduate education arms students with the commercial acumen, leadership and soft skills needed in the workplace—problem solving, critical thinking, communications, and working in teams.

High performing organisations understand that ‘Leadership starts at the point of career entry’. From the very early days of a career, establishing a clear line of sight not only gives young talent a connection between the overall direction and goals of an organisation, but also enables them to maximise their personal performance.

Key themes the programme will cover

The program develops graduates in three ways:

- **Self-awareness and Leadership skills:** Understand their personal style, and learn to influence the performance of teams and organisations.
- **Business fundamentals:** Deepen understanding of the major functions of a company: finance, innovation, marketing, operations and strategy.
- **Hands-on experience:** Integrate business and leadership foundations through a real-world project and general management simulations.

THE GRADUATE DIVIDEND – GATEWAY FOR GROWTH

High performing organisations know exactly where they are going and they ensure their people have what it takes by developing and enabling them.

Graduates are

- Skilled
- Energetic
- Enthusiastic
- Of a generation that expect to be ‘heroic’

Modern graduates seek out and are willing to try new things, take risks and propose new ideas - but they need a structure in place that allows them to succeed (Mann, D 2014)

But can be

- Unaware of their lack of experience
- Overconfident
- Have a college mindset
- In need of constant reassurance

Huge potential of graduates can often be undermined by the speed and success of their acclimatisation to a truly professional environment (Harvey, L & Mason, S 1996)

What they want

- Clear path for advancement and interesting work
- Challenge – competitive and intellectually
- Leadership – leader or manager of people
- Innovation – entrepreneurial or creative/innovative
- Opportunity – to have an international career

Graduates want a career that is competitively and intellectually challenging (Bright Network Research report 2015)

What they can deliver

- Your future talent
- Leadership from the point of career entry
- An engaged and enthusiastic management population

63.3% of U.S. executives will be eligible to retire in the next 5 years (PwC 2014)

This programme aims to align your graduates to the business quicker so that you can start reaping the benefits of your recruitment strategy within 18 months.

IMI GRADUATE DEVELOPMENT PROGRAMME

Programme Design



WHY this programme and IMI

This programme will professionalise graduates for the realities of the working world by giving them a practical understanding of business fundamentals. They will understand their role in supporting the delivery of your company strategy and will be developed across a wide range of business-critical skills.

- The challenge of attraction: A key pillar for any organisation's recruitment strategy involves sourcing 'best fit' candidates. Industry trends show that having a graduate programme acts as a tool to attract best talent as college graduates increasingly look for jobs where they have 'development opportunities'.
- Our learning approach is highly informal and interactive. It includes thought provoking assignments, extensive individual and group work and supportive individual and group coaching.
- Accelerated Development, Practical outcomes and Responsibility ready - Our mantra is 'if you're good enough, you're old enough'. We start with the end in mind and our programme aims to evolve graduates' thinking from the college mindset of a 24 year old to that of a fully contributing professional.
- IMI has experience of developing and delivering graduate development programmes with some of the country's leading companies. Our programmes have also been nominated and won several GradIreland awards and IITD awards.

What our graduates say:

The IMI gave me the tools and the insight I needed to realise that ambition. Their taught modules were practical from the outset, focusing on areas such as communications, creativity and project management. I

have been involved in and included on projects that had a direct impact on the strategic direction of the company. The skills I learned there are still relevant today in my new role as a Finance Business Partner and will continue to be as I progress my career and entertain new opportunities in the future.

Ciara Collins, Finance Business Partner, Musgrave Group

The training received through the IMI's graduate programme provided me with the fundamental building blocks to succeed within a company steeped in producing high calibre graduates. Through multi discipline training, not only did I get the opportunity to grow within my own field but also develop key skills to nurture my career aspirations. The practical nature of the modules ensured that transitioning them to either the factory floor or the boardroom was as smooth an experience a graduate could ask for.

Niall Kennedy, Process Engineer & Graduate, Kerry Group

What our client companies say:

Our partnership with the IMI has resulted in a graduate development programme which challenges and supports our graduates on their transition from education to a fast-paced,

consumer-centric industry. Working with the IMI has ensured the alignment of our graduates' development with our strategic ambition and provides a competitive advantage for Musgrave to be recognised as a destination place to work for graduates.

Siobháin Scanlon, Graduate Programme Officer, Musgrave Group

We partner with the IMI, in the design and delivery of our personal development programme to create a programme that sets Graduates up for success in Kerry. The programme is challenging throughout and the graduates are continuously expected to push themselves to higher levels of performance. Former Graduates from this Programme have progressed to global Leadership roles within Kerry and we credit this to our focus on developing excellence within functions and the strong foundation in personal leadership which the Graduate Programme has instilled.

Noreen Dowd, Head of Graduate Recruitment and Development, Kerry Group

Programme date: 13 November 2017
Call 01 2078453 or email brian.omahony@imi.ie