

## 8 KEY CHALLENGES OF

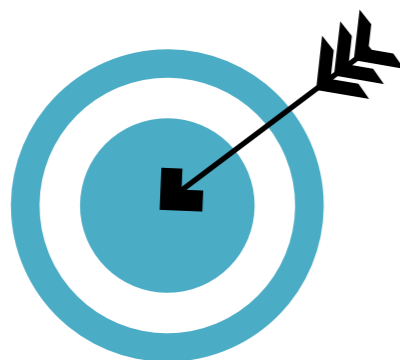
# A SUCCESSFUL GRADUATE DEVELOPMENT STRATEGY

(and what organisations can do to overcome them)

IMI OD FORUM – 1<sup>st</sup> Session – 24<sup>th</sup> January 2014

### ATTRACTING TALENT

Companies are all competing for the same talent pool. Graduates are rarely pro-active so you have to go to them.



#### **BE FOCUSED**

decide what your business needs

#### **KNOW YOUR USP**

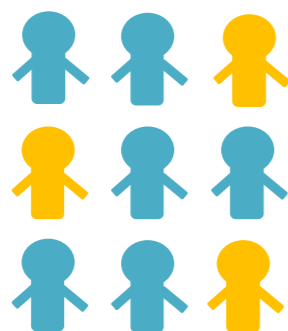
and make sure your recruiters live it

#### **USE THE NETWORK**

great talent knows other great talent

### DIVERSITY

Diversity supports innovation and to represent its customer base. It is hard to recruit in later.



#### **RECRUIT**

#### **DIVERSITY EARLY**

Or you can't expect it later on

#### **REACH OUT**

To those that may be self-selecting out

### KEEPING TALENT



Graduate high potential talent has high expectations and is mobile

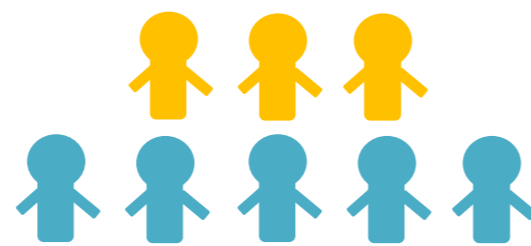
#### **BE CLEAR**

About career opportunities and paths

#### **BE REALISTIC**

About attrition rates

### MANAGING GRADUATES



Managing Graduates requires a different skillset.

Those managing them need support.

#### **DEVELOP MANAGERS**

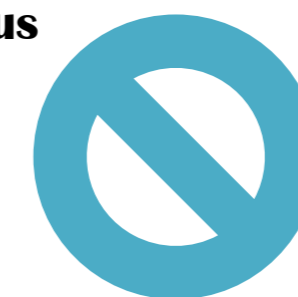
With the skills they need for new recruits.

Always communicate from early on

#### **WHAT GOOD LOOKS LIKE**

### MAINTAINING THE PIPELINE

How do you keep the pipeline continuous if demand falls?



#### **STAY ENGAGED**

with stakeholders

#### **DON'T START AND STOP**

Even in times of low demand

### GETTING THEM MOBILE

Even though Gen Y consider the world a small place, when it comes to the crunch they are reluctant to travel.



#### **DON'T LET THEM GET COMFORTABLE**

And make sure your recruiters live it

#### **PROVIDE SUPPORT**

Around relocation

### THE FUTURE SKILLS AGENDA

Digital literacy, leadership abilities, multilingual graduates can be hard to come by



#### **PRECRUIT**

Run workshops, online competitions

#### **ENGAGE LONG TERM**

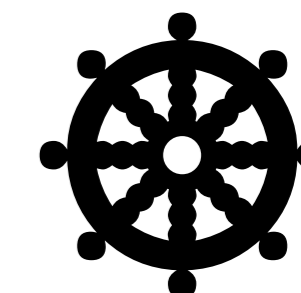
To inform skills at education stage

#### **DEVELOP**

Leadership, agility, accountability

### ALIGN TO STRATEGY

Keeping recruitment strategic requires constant vigilance and changing with business needs.



#### **DEFINE SUCCESS**

Decide how this talent will develop

#### **BE DATA-DRIVEN**

For your decisions

#### **CHANGE TACK**

Great talent knows other great talent