

# IMI Graduate Development Programme

Engage, Empower  
and Get Results

If you don't invest  
in top talent, they won't  
invest in you.

The IMI Graduate programme gives your graduates and developing talent the commercial acumen, leadership and people skills needed in the workplace — problem solving, critical thinking, communications, and working in teams.

By investing in their future, you will accelerate the pathway to management for those high-potential graduates in your organisation, aligning their career ambitions with your business goals.

Get in Touch!

## Participating Organisations

The Graduate Development Programme is for companies who want to:

- + Attract the best talent and fast track their development
- + Create a sustainable pipeline of future leaders
- + Establish a clear career pathway for high-performing individuals

## Participant Profile

This programme is for participants who:

- + Wish to fast track their personal and skills development
- + Are taking part in a company graduate programme
- + Were recently hired into the organisation
- + Are high-potential young managers or individual contributors

The IMI Graduate Development Programme is delivered on a consortium basis to a limited number of organisations, meaning that graduates will benefit from meeting and networking with peers in other industries and companies.

The programme is delivered through a blend of live face-to-face and virtual sessions via the IMI Virtual Learning Environment. Our High Impact Transformation learning approach lies at the core of all IMI programmes, meaning these sessions are always interactive, engaging and experiential.

## The Graduate Dividend — Gateway for Growth

High-performing organisations know exactly where they are going, and they ensure that their people have what it takes by developing and enabling them. With new hires, particularly graduates with little professional experience, it takes time and investment to bring them up to speed.



This programme aims to quickly align your graduates to the business, so you can start reaping the benefits of your recruitment strategy and accelerate the career path of your high-potential graduates.



[www.imi.ie](http://www.imi.ie)

## Key Themes



01 Self-Awareness and Leadership Skills



02 Professional Skills



03 Hands-on Experience

Understand their personal style and learn to develop problem-solving skills and greater professional resilience.

Deepen understanding of project and change management, fundamental commercial skills and how best to present yourself at work.

Integrate business and leadership foundations through a real-world project and general management simulations.

The programme will bring participants along the journey of what it takes to be a leading professional in reality, not just in theory. Focusing on developing commercial acumen, leadership and soft skills, graduates will develop their problem solving, critical thinking, communication skills and their ability to work in teams.

## Programme Design



Get in Touch!

Call 01 207 8453 or email Brian O'Mahony at [brian.omahony@imi.ie](mailto:brian.omahony@imi.ie)

## Why this programme



### Attracting Top Talent

Industry trends show that having a graduate programme acts as a tool for attracting the best talent from the graduate pool — a key pillar for any organisation's recruitment strategy.



### Accelerated Development

If you're good enough, you're old enough, and our graduate programme will accelerate those talents with the potential to make a real difference in your organisation — and help keep them there.



### Learning Approach

We use extensive individual and group work, thought-provoking assignments and both individual and group coaching to create a learning environment with real-world applications.



### Depth of Experience

IMI has experience developing and delivering graduate programmes with some of the country's leading companies, and has been nominated and won several GradIreland and IITD awards.

## What our graduates say:

"The IMI Graduate Development Programme allowed me to gain and develop essential skills, such as goal setting, negotiation, and critical thinking. These are not typically the focus of an undergraduate qualification, yet are vital in the workplace. As a result of the IMI, I can now take ownership of roles to which I am assigned and can confidently take on any tasks and projects."

**Gemma O'Regan**, Formerly Business Analyst and Graduate, Fexco Corporate Payments

"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."

**Niall Kennedy**, Formerly Process Engineer and 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 throughout 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 workplace for graduates."

**Siobháin Scanlon**, Early Careers Manager, Musgrave Group

"During our two-year Graduate Programme, CarTrawler graduates get the opportunity to participate in a number of innovative professional development opportunities including the IMI Graduate Development Programme. The IMI Graduate Development Programme equips graduates with applicable skills as they commence their careers and our Learning & Development team collaborate closely with the programme team in IMI to ensure we are aligned in our focus on performance and values."

**Mary Donohoe**, Director of Learning and Development at CarTrawler

**Get in Touch!**

**Call 01 207 8453 or email Brian O'Mahony at [brian.omahony@imi.ie](mailto:brian.omahony@imi.ie)**



**The next programme will start in:  
November 2020**