

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!

Email Brian O'Mahony at brian.omahony@imi.ie

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 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.

Key Themes



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.

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.

Programme Design



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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

Through our virtual platform, we use extensive individual and group work, thought-provoking assignments and 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 IMI graduate programme has equipped me with the tools and the ways of thinking further develop myself on a personal and professional level. Meeting with other graduates from a wide range of industries and working through real life situations with some great coaches and mentors has helped me to build better relationships and ways of working."

David Sweetnam, Carbery

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

"Having worked with the IMI since 2018, they have become a reliable and trusted partner in developing our ambitious Graduates across a number of core competencies. With a professional and open approach, the team consistently delivers an exceptional experience which has been successfully adapted online over the last year."

Marie Watters, Organisation Development & Performance Manager, An Post

Get in Touch!

Call 01 207 8453 or email Brian O'Mahony at brian.omahony@imi.ie



**The next programme will start in:
November 2021**