



GRADUATE DEVELOPMENT

EQUIP YOUR GRADUATES WITH THE SKILLS,
KNOWLEDGE AND BEHAVIORS TO FULFILL
THEIR POTENTIAL

EXPERTS WITH IMPACT

Graduates need to be able to **demonstrate a blend of technical and interpersonal skills as well as business acumen** if they are to make a real impact on your bottom line. Almost half (49%) of employers think graduates lack the skills expected of them at the point of hiring according to a recent survey¹.

¹ Association of Graduate Recruiters March 2017



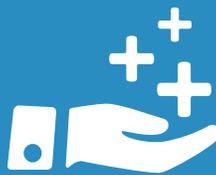
High-impact **graduate development programs**

We support clients to create and deliver compelling graduate development programs that drive graduate performance.

Our extensive research into millennials* reveals how high their expectations are and how much they expect from the organizations they join. FTI Consulting creates and delivers compelling graduate development programs that enable you to meet and manage those expectations – and that ensure your graduates understand, and commit to delivering, all the things your organization needs from them. An FTI Consulting graduate program will:



Close the skills gap between university and professional life



Reinforce and embed your organizational values



Develop entrepreneurship, commercial focus and a dynamic understanding of your business



Maximize the impact of the graduates on the business, by developing them to fulfill their potential



Identify and develop your high-potentials to create a pipeline of future managers and leaders



Create a compelling employee value proposition to establish your reputation as an employer of choice

*FTI Consulting conducted a survey of global survey of 4063 millennials.

Refine your graduates' **core skills**

You may have assessed your graduates' capabilities against the following skills during your selection process. We can help your graduates refine these core skills as they complete their graduate scheme.



Self-awareness



Problem solving techniques



Interpersonal skills



Motivating self and others



Leadership skills



Managing time and priorities



Project management



Teamwork



Communicating with impact

Develop your graduates' **professional skills**

As your graduates are new to the world of work, there will almost certainly be situations and challenges they have not yet been exposed to. We can help them develop critical skills and behaviors that enable them to thrive in a professional environment.



How do we ensure success?

Eight key features that underpin the design, development and delivery of a successful graduate program:

PARTNERSHIP APPROACH

A critical success factor is involving HR and line managers throughout and aligning with your onboarding process. We offer a customized approach, providing support where you need it – from initial assessment center design and facilitation through to fully integrating your graduates into your workforce.

PROJECT MANAGEMENT OF THE PROGRAM

Our work follows a very clear and structured process. A project manager will ensure your program is delivered on time, to cost – and that you get the results you are looking for.

CREATIVE, HIGHLY ENGAGING AND PRACTICAL

We use accelerated learning techniques to engage with learners. We believe that people learn more when they are challenged, supported and are enjoying themselves!

BLENDED LEARNING

We use blended solutions which incorporate pre-work, action learning groups, face-to-face modules for skills development, and virtual classroom sessions for reinforcing key messages and supporting the application of new skills.

CASE STUDIES AND SCENARIOS

We keep it real! We encourage the use of real-life case studies and scenarios to act as a basis for the learning and subsequent discussions and exercises.

PARTICIPANT TOOLKIT

Each participant will be given a toolkit of techniques, checklists and strategies that can be easily used back at work to help them do their jobs.



PRE- AND POST-MODULE ACTIVITY

In addition to engaging, high-impact modules, we make sure the learning is quickly being applied back at work and in between the workshops, encouraging valuable support from line managers.

TEAM BUILDING

Our programs focus on more than just developing knowledge and skills.

We use team building and socializing activities to encourage participants to build and strengthen their professional relationships. Activities might include cocktail making, escape rooms and dinner with senior leaders.

TIP: Helping graduates develop strong relationships now could forge a cohesive leadership team of the future for your organization.

Contact us to discuss your graduate development program at EECC-inquiries@fticonsulting.com

How your **graduate development program** might look

We engage and energize your graduates by bringing together, in a holistic and powerful way, three key components:



Each graduate program will be aligned to the organization's vision, values and strategic objectives.

LAUNCH AND PRE-ACTIVITIES



BRIEFING FOR PARTICIPANTS

Program launch communication from senior leaders



BRIEFING FOR LINE MANAGERS

Their role in visibly supporting the program

COMPLETION OF PSYCHOMETRIC AND OTHER PROFILING ASSESSMENT TO BUILD SELF-AWARENESS | Followed by 1-2-1 feedback and coaching sessions

YOUR TAILORED PROGRAM WILL CONSIST OF MANDATORY AND ELECTIVE MODULES

A mix of core, professional and technical skills development

WORKSHOPS	MANDATORY MODULES	ELECTIVE MODULES	POST-WORKSHOP ACTIVITIES
	INTER-MODULE ACTIVITIES		
	PROJECT-BASED GROUP WORK in which graduates address real issues and challenges in the business		

INTEGRATING INTO A PERMANENT ROLE

Our experience

DEVELOPING GRADUATES IN THE INDUSTRIALS SECTOR

This well-established global, modular Graduate Development Program is run over a one-year period, and credits its success to regular, stimulating interactions with participants. We do this through a blend of learning interventions including strategy presentations, site visits and WebEx learning. Following the classroom modules, participants demonstrate their knowledge of the organization and business acumen through work-based projects.



INVESTING IN AN ASSET MANAGEMENT FIRM'S FUTURE

In response to an increasingly global client base and workforce, our client wanted to invest in their graduates. In partnership with this independent, dedicated asset manager, we designed and facilitated a highly interactive workshop. The graduates explored how culture affects and informs people's values, communication and behaviors; how to communicate effectively and consistently excel in a complex matrix of national and international relationships.



SUPPORTING A RAPIDLY GROWING FOOD MANUFACTURER

With a global footprint and an 8,500-strong workforce, we were asked to deliver a Graduate Development Program. The modular learning focused on communication skills, business protocols and effective personal management – basing all activities on participants' experiences on their rotations. Each module was delivered in a different country, close to local company factories to incorporate site tours. The visible presence of leaders encouraged ownership and information sharing.



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Beyond graduate development, **we can support you in:**



**LEADERSHIP
ENABLEMENT**



**EMPLOYEE
ENGAGEMENT AND
MOBILIZATION**



**CHANGE
MANAGEMENT AND
COMMUNICATIONS**



**LEARNING AND
DEVELOPMENT**



**ORGANIZATION
DESIGN**



**PEOPLE
ANALYTICS**



**ORGANIZATION
DEVELOPMENT AND
CULTURE**



**LABOR LAW
AND EMPLOYEE
RELATIONS**



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About FTI Consulting

FTI Consulting is an independent global business advisory firm dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, reputational and transactional. FTI Consulting professionals, located in all major business centers throughout the world, work closely with clients to anticipate, illuminate and overcome complex business challenges and opportunities.

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