



for more information call  
**01437 721 879**

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## **Graduate Development**

### **Getting the Most from Your Graduates.**

#### **Developing Potential**

All graduates deserve the chance to realise their potential. Developing that potential is a challenge for most organisations. The Development Company's Graduate Programme provides the tools and processes to develop a range of skills needed in a modern business environment.

#### **Graduate Development**

The Graduate Development Programme is designed to deliver a mixed set of skills and competencies to help the graduates to understand themselves and others. The programme covers topics including:

##### **Key Skills:**

- Personal psychology and profiling
- Team working
- Problem solving and creativity
- Personal development planning
- Communication
- Working with a mentor

##### **Advanced Skills:**

- Project management
- Strategic thinking

- Business planning
- Emotional Intelligence psychometric testing
- Attitudinal development
- Customer and stakeholder management
- Advanced presentation (voice, breathing, personal impact)
- Time management
- Leadership
- Application of Management

## **The Graduate Online Portal**

To support the graduates working in different locations, The Development Company has designed and delivered an online portal. The portal allows the graduates, trainers and managers to access and share information online. Course schedules, course content and work books are available online. There is also an online forum where the graduates can post assignment work and discuss topics. What each individual can see or change is dependent upon their security setting.

## **Getting the Most Out of Graduates**

In addition to the development programme The Development Company provides support to the organisation to maximise the potential of the graduates. This includes:

- Mentor training
- Identifying future leaders
- Coaching managers to work with graduates

## **Supporting Services**

The graduate Support Centre makes use of industry accredited tools for personality profiling and psychometric testing including:

- DiSC Profiling
- EQ-I BarOn Emotional Quotient Inventory
- 360° Feedback Centre

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