

Graduate Development Programme

DEVELOPING WORLD-CLASS
TALENT BEGINS WITH
WORLD-CLASS GRADUATE
DEVELOPMENT



imi.ie

Shaping and Inspiring
Business Leaders

Tap into one of your organisation's greatest assets: your graduate recruits

Your graduate recruits are one of your organisation's biggest assets, but only if they are properly trained and managed. Most graduates are bursting with enthusiasm, energy and potential but it's vital that you channel it in the right direction.



Graduates are:

- Ambitious
- Enthusiastic
- Digitally savvy
- Innovative



Graduates need:

- Flexibility
- Sense of purpose
- Sense of belonging
- Engagement in meaningful tasks
- To be innovative / creative
- Career progression



Graduates can:

- Question status quo
- Bring new perspectives
- Share knowledge on current trends

Bridge the gap between education and the workplace

The transition from education to the workplace is a steep learning curve. Our graduate training programmes help your early career hires get up to speed faster, equipping them with the skills, tools and mindset they need to succeed so they can hit the ground running and quickly start adding value in your organisation.

Spot leadership potential early and fast-track progression

Once you start seeing them as the next generation of leaders, that's when you start seeing real results. If you can spot leadership potential early, you can fast-track their career progression. This means that you always have people ready to move into the key positions in your organisation. That's where IMI can help.

Investment in graduate development is win-win for everyone

Benefits for graduates:

- Smooth transition from being a student to being a working professional
- Assistance with being equipped to succeed in careers through increased sense of self-direction
- Learning to engage in impactful dialogue with colleagues
- Learning how to influence and negotiate
- Increased confidence

Benefits for your organisation:

- Aids retention and loyalty to the organisation
- Improves collaboration and performance
- Increases motivation and engagement levels
- Strengthens identification with the organisation
- Identify potential future leaders and fast-track their development

Why IMI?

World leaders in the provision of executive education

Founded by business leaders for business leaders, we've been empowering world-class executives for over seventy years. We know what it takes to train world-class graduates, and we work with international companies with graduates based all over the world. Along with our partners in Cork University Business School, IMI is internationally accredited by the Association to Advance Collegiate Schools of Business (AACSB) — a globally-recognised quality symbol for business education. AACSB accreditation along with previous accedition, positions IMI in the top 2% of business education providers in the world.

Who we work with:

You can tell a lot about an organisation by the company they keep and we work with some of the best. The length of time they've worked with us and the fact that they keep coming back to us year after year is a testament to the success of our graduate development.

We work with leading organisations like:

- Nestlé
- IDA
- Heineken Ireland
- Carlyle Aviation Partners
- ComReg
- Smurfit Kappa
- PTSB
- Musgrave
- TLI Group
- Glenveagh Properties
- Cara Partners
- Aer Lingus

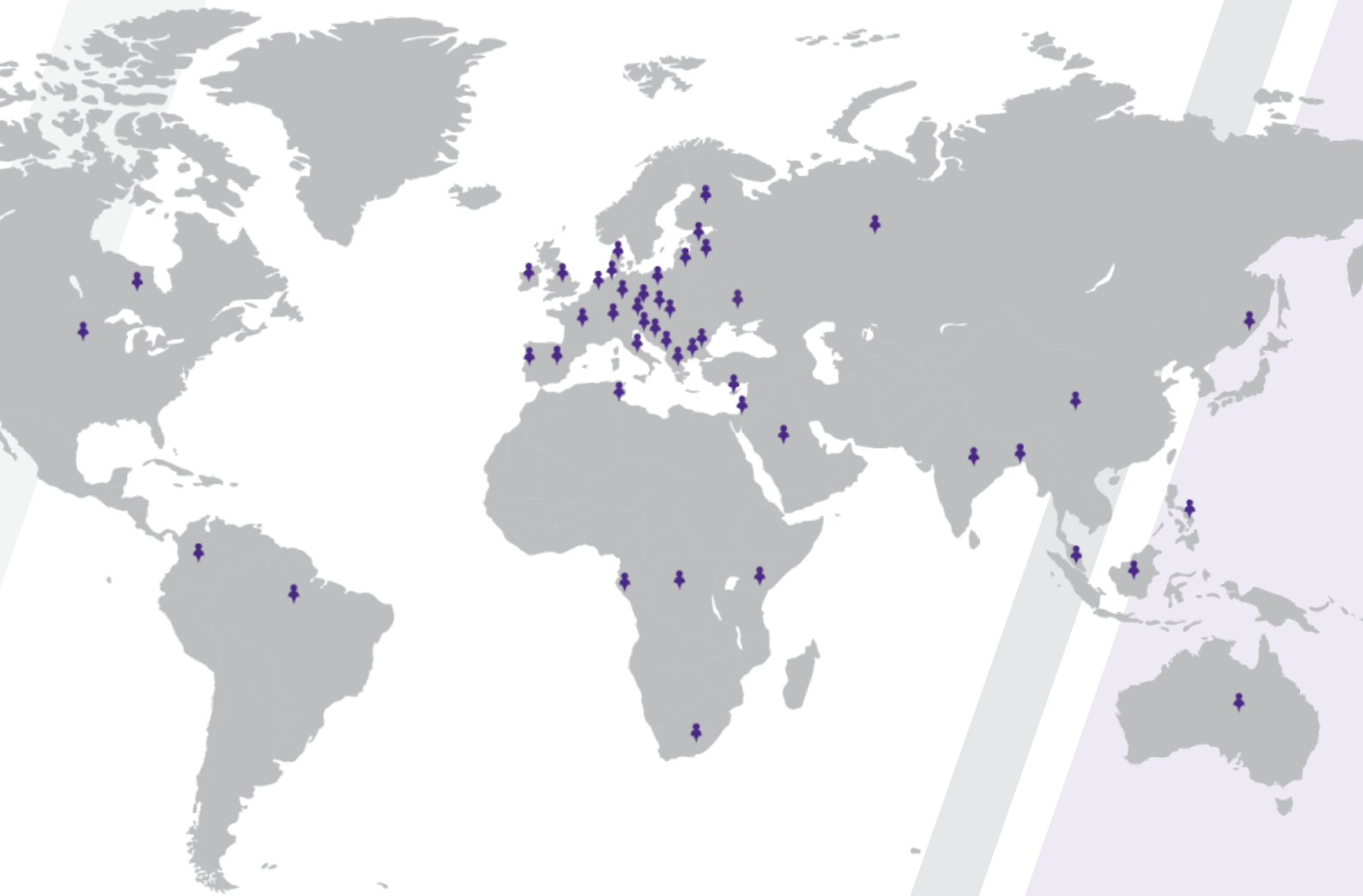
A trusted partner

IMI has partnered with thousands of organisations to identify gaps and accelerate their leadership capabilities, designing tailored solutions to equip leaders to drive sustainable growth.



We work with clients with graduates worldwide

/// Inspiring Leadership Performance around the world.



Programme Impacts



Develop vital workplace skills

The IMI Graduate Development Programme equips your graduates to leverage their interpersonal skills through increased self-awareness to become more effective communicators and collaborators. It empowers them with the practical skills that will help them in the here and now while setting them up for success in their future careers. During the programme, your graduates will enhance their negotiating and influencing skills and will gain knowledge on effective decision-making and problem solving relevant to their daily challenges. Individual mini-coaching sessions throughout will further support their development.



Tailor our graduate development to suit your organisation

We can work with you on a bespoke basis tailoring our programmes to your organisation and we also run a more generalised consortium programme for companies with fewer graduates, where graduates from different organisations and industries can come together for a shared learning experience. This gives participants a valuable insight into how things operate across different workplaces and they can apply these learnings to your organisation.



High Impact Transformation Learning

The programme is delivered in a blended format with a mix of 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, which means that these sessions are always interactive, practical, 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.

Key Themes

Self-awareness and leadership skills

Build self-awareness and improve on self-management skills through a better understanding of emotional intelligence, resilience, and stress management.

Professional skills

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

Stakeholder Management

Be better prepared to manage stakeholders through effective influencing and negotiation skills.

Active learning

Resolve challenges faced by the organisation to accelerate impact and increase their professional presence.

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

PROGRAMME LAUNCH

DiSC ASSESSMENT

1

Self Awareness & Self Management

Individual Mini-Coaching Session

2

Communication & Presentation Skills

Individual Mini-Coaching Session session

3

Decision Making

Half day

4

Live Business Simulation

Individual Mini-Coaching Session

5

Outdoor Team Building

Individual Mini-Coaching Session

6

Virtual Senior Leaders Conference

Half day

7

Programme reflections & commitment to learning

Individual Mini-Coaching Session

CAPSTONE



PERSONAL DEVELOPMENT

- Individual development plans and peer learning practice
- Reflective learning journals

ACTIVE LEARNING

- Outdoor Team building experience
- Simulations, role plays and case studies
- Active discussion and debates
- Reflective journals

PROFESSIONALISATION

- Driving key knowledge & capabilities
- Learning on best practice and excellence in the graduate context
- Blended (online and in-person) modules covering key topics
- Psychometric test to increase self-awareness

Highly recommended by employers and graduates

We know how well our Graduate Development Programme works because our graduates and the employers we work with consistently tell us so. Here's what some of them had to say about us:

Graduate

The programme is a really interactive and immersive experience. I found I could apply the learnings from the modules to everyday work and personal situations. It was a fantastic opportunity to meet graduates from other industries and learn from their experiences.

Simon Kearney,
Finance Business Partner
Aer Lingus

Employer

We really value the partnership that we have formed with IMI to develop forward-thinking and inspired graduates for Nestlé through this cutting-edge programme. Through the guidance provided on the programme, our graduates are prepared to hit the ground running in contributing to our mission.

Deborah O'Connor,
Project Manager & Graduate Programme Lead
Nestlé



Your next step

This programme runs in both Dublin and Cork.

Get in touch with Ciara Kissane to secure your place



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AACSB
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**EXECUTIVE
EDUCATION**
2024 RANKING

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**Shaping and Inspiring
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*Offices of an affiliate of IMI's parent organisation University College Cork