

ILC

UNWRITTEN™

Before the world tells you
who to become



THE EARLY-CAREER CHALLENGE

The missing bridge between education and effective professional life.

The first years of work are unusually formative. Young professionals arrive with **knowledge**, **ambition** and **energy**, but often without a map for the human side of working life: how to ask a good question, challenge respectfully, recover from a mistake, structure an idea, read a room, work across cultures, or decide what to do when nobody gives exact instructions. Too often, organisations interpret this gap as a problem with a generation.

ILC sees it differently.

THE GAP IN PRACTICE

01 Young professionals know their role.
But may not yet know how to navigate the expectations around it.

02 They have ideas.
But may hesitate to raise them, structure them or challenge something they don't understand.

03 They have potential.
But without a development journey, the first 12-24 months can become a process of learning by trial and error.

The unwritten rules

Much of what makes someone effective at work **was never explicitly taught**. It was absorbed through **exposure**, confidence, privilege, good managers, bad managers, **trial and error**.

Potential should not have to spend ten years learning the unwritten rules of work.

UNWRITTEN™ exists to make that learning more **intentional**. Not to teach young people to perform a corporate personality, but to give them the language, judgement and practical tools to **contribute** as themselves.

WHAT UNWRITTEN™ IS



Corporate graduate development for the first years of work.

UNWRITTEN™ is ILC's signature early-career development programme for graduate hires and young professionals, typically in the first **0-3 years of work**. It includes structured learning, real business application, exposure to experienced people and continuous development – without requiring an employer to build a multi-year graduate academy from scratch.

WHO IT IS FOR

- Graduate and management-trainee cohorts.
- Young professionals entering their first substantial corporate role.
- High-potential employees aged around 21-26 who need faster workplace readiness.
- International or regional teams onboarding Bulgarian early-career talent.
- Employers without a graduate programme, or those wanting to strengthen one.

CORE PROMISE

From capable graduate to confident contributor - faster, without losing individuality.

UNWRITTEN™ is not a generic motivational course or university-style theory repeated in a corporate setting. It contributes to an unavoidable but crucial process: turning potential into meaningful professional contribution.

WHAT THIS LOOKS LIKE IN PRACTICE

For the employer → earlier contribution, clearer communication, stronger retention, managers spending less time correcting avoidable workplace misunderstandings.

For the participant → less guessing, less unnecessary anxiety and more ownership

THE UNWRITTEN™ APPROACH



UNWRITTEN™ combines two complementary forms of development: shared learning through trainings and individual coaching.

Trainings create the common foundation.

Through practical sessions, cases and simulations, participants develop the knowledge, skills and language they need to navigate the workplace more effectively.

Individual coaching brings that learning inward.

Individual sessions create space to connect the programme to each participant's own goals, challenges and working style helping them reflect, make decisions, build confidence and apply what they have learned to real situations.

The full UNWRITTEN™ curriculum – 10 Modules

Across 10 modules, we address the key capabilities young professionals need to navigate the first years of their professional lives:

UNDERSTAND THE ENVIRONMENT	How Work Actually Works Commercial Awareness & Business Basics
MANAGE YOURSELF	Self-Management, Priorities & Resilience
WORK WITH OTHERS	Communicating Up, Across & With Your Manager Teamwork That Actually Works Working Across Cultures & International Teams
THINK AND DELIVER	Problem Solving & Decision Quality Presenting Yourself & Your Ideas Business Storytelling & PowerPoint for the New Age
GROW	Career Ownership & Professional Reputation

Together, they turn development from something participants learn about into something they can use.

THREE WAYS TO DELIVER UNWRITTEN™



Three levels of depth. Not three levels of quality.

Whether the organisation needs a focused onboarding boost, accelerated workplace readiness or a more complete graduate-development journey, **UNWRITTEN™** can be scaled to match the need.

	UNWRITTEN™ SPRINT	UNWRITTEN™ LAUNCH	UNWRITTEN™ FOUNDATION
Duration	1 week	1 month	3 months
Best for	Onboarding boost/ Cohort reset	Accelerated workplace readiness	Graduate academy/ strategic talent investment
Training	3 sessions	6 sessions	10 sessions
1:1 coaching	2	3	6
Workplace practice	30-day action plan	Weekly experiments	Structured 12-week practice
International teams	Integrated / optional dedicated module	Dedicated module	Dedicated module + applied case
Manager involvement	Light	Guide + optional alignment	Kick-off + midpoint prompts
Capstone	—	Optional	Included
Follow-up	—	Optional	Included

Recommendation

LAUNCH is the default recommendation when an employer wants visible behavioural change but cannot commit to a quarter-long academy. **FOUNDATION** is the strongest strategic offer when the organisation wants a compact graduate-development programme.

UNWRITTEN™ gives employers a ready-made graduate-development layer: **practical business skills + individual coaching + international-work readiness**, delivered without the cost of building a full internal academy.

PARTNER WITH US



Because the rules may be unwritten.
The potential shouldn't be.

UNWRITTEN™ brings together the two sides of development that are often separated: the organisational and the individual. Through practical training, participants build a shared foundation of workplace knowledge and skills. Through individual coaching, they have space to reflect, adapt and translate that learning into their own professional context.

Practical – grounded in real workplace situations, not abstract theory.

Individual – coaching helps participants work through their own challenges and goals.

Business-focused – development is connected to contribution, performance and organisational needs.

Built for impact – designed to turn learning into behaviour and greater independence.

Interested in bringing UNWRITTEN™ to your organisation?

Contact us to explore the right format, cohort and delivery model for you.

CONTACT DETAILS

Website: <https://www.ilc.one/about-us>

LinkedIn: <https://www.linkedin.com/company/ilcinternational>

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The deeper ILC belief is the same one that runs through all of our work: **DEVELOPMENT CREATES RIPPLES.**

Help one young professional build better habits early, and those habits affect colleagues, managers, future teams and eventually the people they will lead.