

# GRADUATE EXCELLENCE PROGRAM



With any graduate program there are challenges for both the graduate and the organisation. For the graduate the transition from study to full time work is significant and challenging. For the organisation, graduates can be time consuming and resource heavy.

Through extensive research we have established an effective way of strengthening your existing graduate program. The **Graduate Excellence Program** is designed to complement your existing graduate program by offering a proven methodology that will highlight the support and development that each of your graduates will need to flourish and succeed in their current and future roles.

THE PROGRAM WILL ENABLE YOU TO DEVELOP A MORE TAILORED APPROACH TO GRADUATE DEVELOPMENT

By using a combination of workshops, assessment and evaluation data, the Graduate Excellence Program will enable you to develop a more tailored approach to graduate development and thus ensure a greater success rate with your graduates.

## PROGRAM COMPONENTS

This unique program consists of the following 4 steps:

### STEP 1: PRE CONSULTATION

In the pre consultation session, we can share ideas to make the Graduate Excellence Program bolt on perfectly with your existing Graduate training. We can explore the how our program can integrate with your current Graduate program and identify when to run our program to maximise benefits and outcomes.

### STEP 2: CHOOSE YOUR TRAINING WORKSHOP

Choose either:

- Understanding and Setting Graduate Expectations
- or
- Graduate to Peer Workshop.

Both these one-day workshops are designed to provide your graduates with the necessary skills to overcome some of the initial challenges and obstacles they will face moving into full time work. The workshops will also provide a unique opportunity to further assess and evaluate the graduates

### STEP 3: ASSESSMENT

During the workshops your graduates will be informally assessed by a psychologist/qualified assessor as they participate and complete a number of practical and simulated activities and exercises. The assessment component also integrates any other psychometrics data eg. DiSC, TMS, MBTI, LSI, etc that the graduates have already completed as part of their recruitment.

A snapshot of a sample assessment is outlined on Page 4

### STEP 4: INDIVIDUAL REPORTING

You will be provided with an individual developmental report for each graduate. The report will provide commentary and a suggested developmental plan for each graduate based on their Grad Grid rating. The Grad Grid evaluates the graduates based on 4 dimensions - resilience, potential, flight risk and alignment.

## PREFERRED TRAINING NETWORKS

Ph: 1300 323 752 email: [mail@preftrain.com.au](mailto:mail@preftrain.com.au) Web: [www.preftrain.com.au](http://www.preftrain.com.au)



PREFERRED TRAINING NETWORKS



## CHOOSE YOUR TRAINING COURSE

### TRANSITION TO WORK

OR

### UNDERSTANDING AND SETTING GRADUATE EXPECTATIONS

Designed by an organisational psychologist, this program will provide your graduates with skills and tools to help them move from being a Graduate to a young professional. Participants will learn self awareness, communication skills, organisational hierarchy and improved interpersonal skills. Graduates also discover that a successful academic career does not guarantee a successful professional career.

At the conclusion of this workshop participants will be able to

- Discuss the challenges and opportunities ahead
- Develop your internal and external communications
- Revisit your assumptions about the workplace
- Feel comfortable asking questions
- Identify the components and elements of a successful career
- Make the most out of the services available to you
- Develop personal brand



It's exciting to finish university and secure a place within the graduate program of any firm. However the reality can be mismatched to expectation. Some graduates envisage themselves meeting with clients within their first week. Others might think they should be running accounts or cases without delay. Alas some graduates simply ooze a culture of entitlement and expectancy. Designed by an organisational psychologist, this program will provide your graduates with the chance to review and realign their expectations and provides tools to cope realistically with their career expectations. For some graduates this may be a much needed reality check while for others it may strengthen their existing expectations.

### AT THE CONCLUSION OF THIS WORKSHOP PARTICIPANTS WILL BE ABLE TO:

- Understand how expectations are set
- Differentiate between realistic and unrealistic expectations
- Reset their own professional expectations
- Develop strategies to improve the speed to competence
- Identify key components of organisational culture
- Develop strategies for navigating organisational politics
- Reflect on a culture of graduate entitlement
- Compose a career plan
- Manage the transition to full time professional work
- Maximise the opportunities available with mentors

## FREQUENTLY ASKED QUESTIONS

**Q How many graduates per session?**

A For the best results we recommend a group of 6-12 graduates

**Q What qualifications do you have to assess the graduates?**

A An organisational psychologist together with the accredited facilitator observes and measures the graduates through the Graduate Excellence Program

**Q What personality profiling can you accommodate in the Graduate Excellence Program?**

A We can accommodate the common profiling tools including TMP, DiSC, MBTI, EQI, LSI, Hermann Brain and Hogan

**Q How do you ensure that the training is applicable to my industry?**

A We will consult with you to ensure that the workshop content is organisational and industry relevant.

**Q When is the best time to run the Graduate Excellence Program?**

A For the best results we suggest running the Graduate Excellence Program after the graduates have been with your organisation for at least 2 months. (or at the end of your internal graduate training)

## WHO IS PREFERRED TRAINING NETWORKS?

Preferred Training Networks has been designing professional development programs for the past 9 years. Our clients include Boeing, Dept of Defence, BHP Billiton, Department of Infrastructure, Mc Connell Dowell, Department of Transport, BECA, Lend Lease, Dept of Education, RMIT, Legal Aid, ANZ, Katherine Town Council, Thales, AGL, County Court, Toll, ADI, Boroondara City Council, Law Institute, Fosters Group, Brisbane City Council, SA Ambulance.

## RECENT TESTIMONIALS

“Preferred Training Networks do two critical things really well. They provide high quality, focused, results-oriented training activities, and they back these up with fantastic customer service. Their professionalism and efficiency makes them a pleasure to deal with.”

— **D Hartman, Learning & Development Manager, BNP Paribas**

“What I really like about your company is the fact that I can come to you with a need, and you come back very quickly with a high quality trainer or facilitator, who will customise and deliver a tailored program to suit our needs.”

— **A Wright, Director, Northern Health**

“Our people thought your facilitators were engaging, professional and industry savvy. What that means to me is that I know I can use your services with no risk which is terrific. Your persistent top quality is a credit to the industry”

— **W O Carroll, HR Manager, BHP Billiton**



## SAMPLE REPORT

### Sample Report

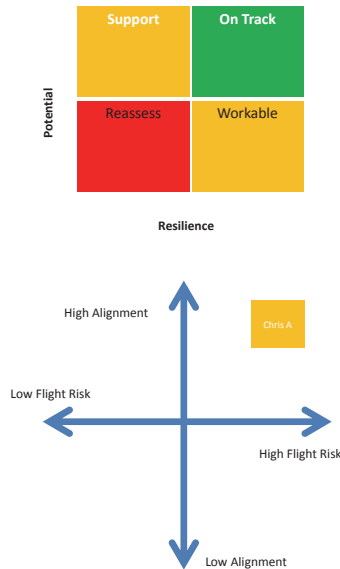
Chris A– Alarm Bells!  
High Potential, Low Resilience  
High Flight Risk and High Alignment

Chris has the potential to success in his role as long as he receives the appropriate support. His challenge at the moment is coping with the transition to work and coping with the work that is required of him. Chris shows indicators that suggest he is a high flight risk despite scoring highly on the alignment matrix. Given his high alignment score, Chris could be a valuable asset to Manson Associates if he has the right development opportunities.

Chris would benefit from a high tailored development program for his graduate experience. Central to this program would be an intensive mentoring program with an appropriate mentor at medium to senior level. Furthermore Chris's development program should target his lower resiliency levels and other deficiencies. It is important to note that Chris has had limited work experience and this may be a contributing factor to his lower performance rating.

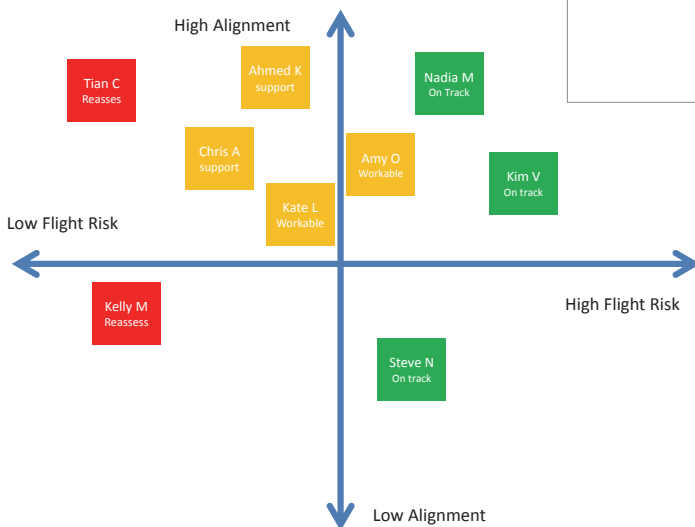
#### Recommendations

- Provide ongoing support and coaching for Chris
- Identify suitable mentor
- Provide specific feedback regarding performance expectations
- Ask Chris to come up with some strategies to address his low resiliency levels



You will receive a report for each graduate that highlights development needs and possible strategies to enhance the graduate experience.

Graduates are mapped based on their potential and resilience levels.



Graduates are assessed based on alignment to the organisation's values and culture and their possible flight risk.

