

Graduate Development Programme

Developing world-class
talent begins with world-class
graduate development.

Inspiring Leadership Performance

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:

- ✓ Skilled
- ✓ Energetic
- ✓ Enthusiastic



What they want:

- ✓ Clear advancement
- ✓ Challenging and interesting work
- ✓ Leadership roles
- ✓ To be innovative / creative
- ✓ Opportunity to work internationally



What they can deliver:

- ✓ New skills
- ✓ Fresh, innovative thinking
- ✓ New technologies
- ✓ Your future leadership pipeline

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:

- ✓ Eases the transition from education to the workplace
- ✓ Get encouragement and support
- ✓ Learn key skills
- ✓ Increase confidence
- ✓ Stay inspired and motivated
- ✓ Get exposure to other industries

Benefits for your organisation:

- ✓ Faster results
- ✓ More motivated, better-rounded employees
- ✓ Identify potential future leaders and fast-track their development
- ✓ Makes it easier to attract and retain talent

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 sixty years.

We know what it takes to train world-class graduates, and we work with international companies with graduates based all over the world.

We are ranked in the global top 100 for executive education, and we have been consistently globally ranked by the Financial Times for the provision of executive education for the last 13 years in a row and are ranked as one of the Top 10 providers of customised executive education in the UK and Ireland.

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:

- Nestle
- Synergy Flavours
- IAG
- Carlyle Aviation Partners
- DAA
- Kerry Foods
- Smurfit Kappa
- CRH
- Musgrave

A trusted partner

These organisations see IMI as a trusted partner and value the expertise and thought leadership we bring to their graduate development. In many cases we have grown with them and our programmes have evolved in response to the changing business landscape.

We work with clients with graduates worldwide



Inspiring Leadership Performance
around the world

Programme Impacts



Develop vital workplace skills

The IMI Graduate Development Programme gives your graduates and developing talent the commercial acumen, leadership and thinking skills required in the workplace — problem solving, critical thinking, communications and working in teams.



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.



Get Targeted Results with our Personalised Coaching Service

At IMI we go a step further to make sure that all the participants on our programmes get the tailored support they need. Our Coaching Service gives graduates additional one to one training, which is included with our programmes. This provides them with an invaluable opportunity to access advice about their personal and specific needs within their organisation and to personalise the development to them.



High Impact Transformation Learning

The programme is delivered through 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, 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

Understand their personal style and learn to develop problem solving skills and greater professional resilience.

Professional skills

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

Hands-on experience

Integrate business and leadership foundations through a real-world project and general management simulations.

Active learning

Design and present a strategic project that adds value to the organisation and actively reflect on learnings applied in the workplace.

Personal development

Work with a coach to create and apply individual development plans.

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



NOVEMBER 2022

Module 1
Managing Yourself

FEBRUARY 2023

Module 2
Building Professional Resilience

APRIL 2023

Module 3
Leadership Skills
(OUTDOOR ADVENTURE)

JUNE 2023

Module 4
Managing Change

SEPTEMBER 2023

Module 5
Commercial Skills

DECEMBER 2023

Module 6
Presentation Skills
PROJECT PRESENTATIONS



2 coaching sessions between modules 3 and 4

Personal Development

- Individual development plans and coaching
- Reflective learning journals

Active Learning

- Project-based application and planning
- Personal and group projects
- Digitally enabled Virtual Learning Environment

Professionalisation

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



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 IMI graduate programme has equipped me with the tools and the ways of thinking to further develop myself on a personal and professional level. Meeting with other graduates from a wide range of industries and working through real life situations with some great coaches and mentors has helped me to build better relationships and ways of working.”

David Sweetnam
Graduate
Synergy Flavours

Employer


“We have been in our partnership with IMI for over 20 years. The graduate programme is a heartbeat to what Kerry does. We really see the IMI as a trusted partner, and we respect the expertise and the thought leadership through the faculty there.”

Emer Bradley
Talent Manager
Kerry Group



Your next step

Our next programme starts in **November 2022**, so get in touch with Ciara Kissane to secure your place.

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Executive Education
Ranking 2020

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