Modular graduate development programme

**Phase 1:** Phase 1 introduces new joiners to your business - its products, brands, culture and the commercial marketplace. The modules draw on a blend of technical, professional and commercial skills - all designed to help bridge the gap between university and the workplace. There is flexibility built into the modules to ensure we can blend guest speakers from the line where necessary. We would work in partnership with you to design a programme that fully reflects your business, your strategic focus and your values.

Running an international business (experiential simulation)

Understanding the value drivers in your business

Making the right personal impact - personal brand

Managing time effectively

This simulation will give your graduates the opportunity to run a simulated business and experience first-hand the strategic, operational and leadership challenges involved. To earn our graduate's trust, buyers need to develop their business from start-up - exploring the strategic, operational and commercial challenges as they do so. They will experience first-hand how simple financial statements are put together for a business, what drives company results and how they can be influenced.

This module explores how the performance drivers of your company are quantified, illustrating what drives value creation. The module is centred around your company's numbers, together perhaps with those of a client, serving as an introduction to the company, risk measurement, management and pricing, and the marketplace in general. The module would also tie in and explore the KPIs of your business.

This interactive module equips graduates to explore the drivers of personal impact and create the right impression when meeting, conversing, challenging and committing to others. This will develop interpersonal momentum from the very start and so make fulfilling contributions to their early careers in your business.

This practical module will develop graduates' time management skills, optimising their approach to efficiency, effectiveness and environment inside and outside of work.

Post-phase 1 learning and bridge to phase 2

Typically 3-6 months between phase 1 and the start of phase 2 interventions, we would put in place intra-phase learning interventions to ensure a constant learning journey for graduates. These would take the form of action learning sets, team projects, digital learning and virtual meet-ups (facilitated by MDA Training tutors). The intra-phase would help sustain learning from phase 1 and bridge to phase 2 learning.

**Phase 2:** Phase 2 modules are designed to support graduates as they grow into their roles and/or rotate around the business on placements. Each module can be half day or one day in duration, face-to-face or virtually delivered, offering real flexibility in delivery. We would work with you to organise the modules to ensure they support your graduates at the right time in careers and placements, drawing from any combination of the below...

Managing your own development path

Understanding and managing projects at work

Business process mapping

Communicating with power and impact

Influencing colleagues and others

The principles of emotional intelligence at work

Handling difficult conversations

Agile thinking

Making powerful business presentations

Writing strong reports

Building your project skills

Essentials of finance

Selling to the C-Suite

Practical Excel skills

Commercial decision making

Budgeting

Driving operational excellence

Understanding your external marketplace

Risk management

Strategic thinking

Sustaining learning back in the workplace

Interpersonal and professional skills

Personal commercial skills

Designed to help sustain the learning in the workplace, we would put in place a mix of learning toolkits, guides and digital solutions to support delegates in their early careers.