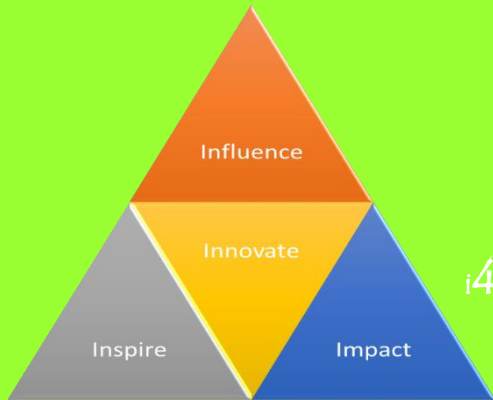


Our **Growing Giants** programme will enable your graduates to learn, grow and ultimately lead. Our programmes are focussed on helping your graduates to be 'ready for work' whilst developing a leadership mind-set. Our programme will add business value to every key area of your graduate's development journey.



Our **i4** model provides intense Personal Development through a series of one day workshops.

These workshops are delivered using blended learning experiences enabling your graduates to acquire tools and techniques whilst gaining a deeper understanding of themselves and others. This will aid them in building and manage relationships, adapting their style and being able to influence others more effectively, whilst focusing on driving for results.

### Growing Giants Development Workshops

	Influence	Innovate	Inspire	Impact
<b>Module 1: Kick start - Becoming business ready</b> – knowing how to operate within a business environment, understanding both internal and external customers and why driving for results is essential.	X		X	X
<b>Module 2: Communication skills &amp; The Art of Influence</b> – raising personal awareness, understanding how to communicate effectively, building constructive & effective relationships	X		X	X
<b>Module 3: Professional Etiquette (presenting with style)</b> – Learning how to prepare and deliver innovative and effective presentations to ensure full understanding and gain buy in.	X	X	X	X
<b>Module 4: Getting things done</b> – Learning the essential skills needed for prioritisation and effective time management (self & others)	X	X	X	X

# Growing Giants

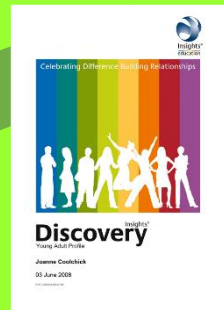
## Developing a leadership mind-set

Our programme will help your graduates to develop:



## Step 1

The journey begins with each graduate completing an on-line evaluator for the **Insights Discovery** tool. This tool helps young adults to gain a detailed understanding of their personal style, how it impacts on relationships with others and enables them to gain a sound understanding of how they might develop to improve personal effectiveness.



## Resources



## Step 2

A coaching conversation will take place with one of our Consultants to de-brief the **Insights Discovery Profile** and to provide an overview of the Growing Giants Programme. They will also introduce the Pebble Learning e-platform.



## Step 3

A series of **skills development and work-related workshops** are delivered throughout year 1 of your graduate programme.

The workshops are delivered in an interactive style, using practical exercises, tools and techniques to aid the learning experience and to make it real!



## Step 4

An end of **first year review** session will take place with one of our consultants to review individual action points, reflect on progress and provide any coaching support



As well as all workshop materials each graduate who attends our Growing Giants program will be given access to 'Pebble learning' an **e-portfolio platform** enabling them to record their learnings during the graduate journey. The e-portfolio platform provides a place for effective communication between the graduates on the program enabling them to share ideas and best practice

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