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EXECUTIVE SUMMARY

Strategic Objective

The Graduate Development Program (GDP) is a strategic talent initiative designed to equip newly hired graduates with the critical competencies, mindset, and business understanding required to contribute meaningfully to the organization from day one.

Grounded in a competency-based framework and structured around five core development pillars – Managing Self, Managing Others, Managing Operations, Managing Innovation, and Managing the Business – the program ensures a holistic and accelerated transition from academia to the professional world.

Program Mandate

Mandate 1

Assess and identify individual strengths and development areas through a rigorous Assessment Center.

Mandate 2

Develop and nurture high-potential graduates by building core behavioral and professional competencies.

Mandate 3

Accelerate readiness for professional roles through structured learning experiences, practical assignments, and individualized coaching.

Mandate 4

Instill a culture of learning, accountability, and innovation aligned with organizational values and business goals.

Mandate 5

Build a sustainable pipeline of future leaders and contributors who are emotionally intelligent, operationally capable, and strategically aware.

BB Strategic Approach

Overview of the proposed solution:

The transition from university to the workplace is a critical leap, and this program is tailored to support that transition through a structured, competency-based development experience. The GDP focuses on building essential skills, behaviors, and business knowledge to prepare graduates for real-world challenges and leadership roles.

Business Impact

Expected outcomes from the solution

By reducing time-to-performance and enhancing onboarding effectiveness, the GDP enables graduates to assume responsibilities faster, with greater accuracy and efficiency. It strengthens the leadership pipeline by identifying and developing high-potential individuals who can grow into future management roles, reducing long-term dependency on external recruitment.

PROJECT SUCCESS JOURNEY

Evaluate effectiveness and outcome using quantitative measures

Reinforce the solution:

- Post implementation exercise
- Different coaching setups
- Creating action plans

Implementing the agreed upon solution, with sufficient room for application and practice



Assess business context and identify gaps utilizing:

- Interviews
- Surveys
- Questionnaires
- Data analysis

Evaluate target audience competencies and performance root cause through:

- Psychometric tools
- Behavioral assessments

Develop solution based on analysis, with clear objectives, and utilizing the appropriate methodology

Align on roles, expectations, and commitment with key stakeholders

The Graduate Development Program (GDP) is designed with one goal in mind: to develop well-rounded, capable, and future-ready professionals.

To achieve this, the program is not built randomly or generically, it is strategically structured around a set of clearly defined competencies and grouped into five development pillars that reflect the key dimensions of success in any organization.

Competency-Based Approach

At the heart of this program is a competency framework, a blueprint of the behaviors, skills, and capabilities that graduates need to thrive in the workplace.

- These competencies have been carefully selected based on:
- The demands of modern business environments
- The expectations of leadership and management roles
- The core values and future direction of the organization

Development Pillars

Thematic Learning Structure

To ensure comprehensive growth, these competencies are grouped into five key development pillars

1.Managing Self

Focuses on personal mastery and emotional intelligence.

2.Managing Others

Builds interpersonal skills, teamwork, and influence.

3.Managing Operations

Equips graduates to execute effectively and efficiently.

4.Managing Innovation

Encourages creative problem-solving and continuous improvement.

5.Managing the Business

Develops business acumen and strategic thinking.

COMPETENCY-BASED APPROACH

Each pillar reflects a critical domain of professional effectiveness. Together, they create a balanced and integrated development experience, moving graduates from self-awareness to team collaboration, operational execution, innovation, and strategic contribution.

Development pillar	Targeted Competencies	Competency Description
Managing Self	Self-Awareness	Understanding one's strengths, limitations, and impact on others
	Emotional Intelligence	Recognizing and managing emotions in self and others
	Time & Priority Management	Organizing tasks and managing workload effectively
	Accountability	Taking ownership for actions and outcomes
	Resilience & Adaptability	Staying calm, positive, and flexible under pressure
	Personal Growth Mindset	Seeking feedback, learning from mistakes, and striving for improvement

Development pillar	Targeted Competencies	Competency Description
Managing Others	Effective Communication	Expressing ideas clearly and listening actively
	Teamwork & Collaboration	Working cooperatively in diverse teams
	Giving & Receiving Feedback	Exchanging constructive input professionally
	Empathy & Relationship Building	Understanding others' perspectives and creating connection
	Conflict Management	Addressing disagreements constructively and diplomatically

COMPETENCY-BASED APPROACH

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Development pillar	Targeted Competencies	Competency Description
Managing Operations	Project & task management	Planning, organizing, and delivering outcomes on time
	Problem Solving & Root Cause Analysis	Identifying, analyzing, and solving challenges
	Decision-Making	Using data, logic, and judgment to make informed choices

Development pillar	Targeted Competencies	Competency Description
Managing Innovation	Creative thinking	Generating original ideas and alternative solutions
	Critical thinking & curiosity	Evaluating information logically to form sound judgments
	Change Agility	Embracing and adapting to change quickly and positively

Development pillar	Targeted Competencies	Competency Description
Managing the Business (Business Acumen)	Business & Financial Literacy	Understanding how the business operates and generates value
	Strategic Thinking	Seeing the big picture, long-term goals, and business priorities

COMPETENCY-BASED APPROACH

The focus or weight distribution in your Graduate Development Program (GDP) should reflect the priorities of early-career development, the business context, and the future leadership pipeline.

Based on best practices and structure (assessment-based, pillar-driven, competency-focused), we recommend the below percentage breakdown for each development pillar:

Development pillar	Weight (%)	Justification
Managing Self	25%	Largest set of competencies; forms the behavioral and emotional foundation for success.
Managing Others	20%	Strong emphasis on relationship-building and communication, highly relevant for team-based work.
Managing Operations	20%	Execution-focused skills are important but more narrowly scoped.
Managing Innovation	15%	Forward-looking competencies that promote adaptability, with moderate representation.
Managing The Business	20%	Essential for business understanding, but fewer and more strategic in nature.

DEVELOPMENT PROGRAM JOURNEY

