



Graduate Development Programs

With so many options, we have grouped them into categories to make it easier for you to get an overview of what's on offer. Remember of course that our highly experienced and friendly consultants have a wealth of knowledge and will help you tailor the best choice for your team.

Graduate Development Programs

- Graduate programs are a pathway within organisations and first impressions strongly influence retention levels.
- Graduate programs must be professionally designed. Our highly experienced consultants can help:
- Identify where in-house programs may be enhanced.
- Build a new integrated program from the ground up with an obligation free consultation meeting.



Enhancing Team & Management Skills for Twenty Years

With over twenty years experience Corporate TEAM Solutions and OUTDOOR Training are experts in the design and delivery of Team Building and Team Development initiatives and leadership programs.

The finest tailored Development Programs are available to your team with combined business expertise:

Corporate Team Solutions (CTS) is one of Australia's leading providers of Team Management Systems, an integrated process that provides teams and leaders with practical workplace tools for achieving high performance. CTS can work alongside you to provide personal & team profiles, team development workshops, team leader training, stress management and executive & life coaching.

Corporate OUTDOOR Training (COT) provides expertly tailored outdoor leadership, corporate team building and management development programs. These include facilitated problem solving activities plus adventure learning, high ropes courses, rock climbing, whitewater rafting and bushland "Journey programs".

Our experience spans Australia, Asia, Europe and the USA, and can complement your own in-house or conference-based staff development initiatives.

Also ask us about:

Team Building & Conference Options

Team Adventure Activities

Team & Leadership Workshops







FOUNDATION MODULE

This module can be included as part of your initial induction program or as a stand alone module.

Graduates will develop strong interpersonal communication skills and teamwork competencies.

Specific Objectives

-  Learn how to contribute to high performance team outcomes by applying the “Team Wheel Process”.
-  Better understand the diversity of work styles in a team (strengths/ weaknesses) and develop communication skills to work effectively with and complement the styles of others that may be different to your own.
-  Develop a strong team identity across the graduate group and build personal friendships/networks that they may draw upon as they move up through the business.
-  Have a fun and an enjoyable learning experience together.

Format





1- 2 days (tailored to fit within your broader induction agenda). Indoor theory /discussion session interspersed with facilitated outdoor experiential activities to consolidate theory concepts.



THE LEADERSHIP JOURNEY

Graduates are typically recruited for their potential to become leaders in the organization. During their second year the focus shifts from learning to be an effective team member to becoming the leader of a team. Graduates experience an intensive three day "Leadership Journey"

Specific Objectives

-  Introduction to Linking Leadership theory & team facilitation skills.
-  “Hands on” practice - leadership, planning and problem solving skills.
-  Building self-confidence by stretching the comfort zone in an unfamiliar environment.
-  Encourage graduates to start looking to the future and learn from the personal career journeys of senior managers in the business.

Format

3 days “Expedition style” bush journey camping out or cabin accommodation. Intensive peer/facilitator/manager feedback an integral part of the learning process. Senior managers attend program as mentors/role models.



Please have a look at a “Leadership Journey” graduate program developed for one of our clients by clicking on:


<http://www.youtube.com/watch?v=qiNYME5cDzs>



WORKPLACE PROJECT

Workplace project whereby graduates apply their leadership & teamwork skills and give back to the organization.

SESSION 1: PROJECT PLANNING WORKSHOP

 Towards the final six months of their program, graduates identify (in liaison with their manager) a workplace improvement project with tangible benefits to the business. This may be related to any aspect of the business e.g. safety initiative, process improvement, customer relations.

Format

Half day workshop to scope out and document all aspects of the project.

SESSION 2: PROJECT REVIEW (6 months later)

 Graduates present the results of their project to senior management at a formal meeting.

Format

Half day meeting held on site.

If you would like an obligation free meeting or a preliminary discussion over the phone please don't hesitate to call Director, Peter Martini or Senior Facilitator Eric Ward on 1800 649 883.



Corporate TEAM Solutions &
OUTDOOR Training




COMMUNICATION


INITIATIVE & ENTERPRISE


SELF AWARENESS & MANAGEMENT


PLANNING & ORGANISING


PROBLEM SOLVING


TEAMWORK