



Graduate Leadership Development Programme

THE DIVERSITY PRACTICE LTD



Graduate Leadership Development Programme 20-21st June 2011

Congratulations! You have been identified as a high potential Young Different Leader who has the capability to excel in today's highly competitive world of work. However your road to success requires more than a great degree and a high level of technical competence. As a young BME professional, your ability to effectively lead, deliver results, execute complex assignments, understand the corporate environment, build relationships with key stakeholders— is critical to your career progression.

Recent reports inform us that one-in-five students are leaving university without a job. In 2010 graduate unemployment in the UK soared to its highest level since the mid-90s.

To further compound this, there is also a wealth of evidence to show that although better represented in higher education than their share of the population, Young Different Leaders are 15.5% less likely to find work after graduating and find it more difficult to get onto the fast track leadership ladder when they do.

This is the challenge that the Graduate Leadership Programme will address, focusing specifically on succeeding as a young minority in a majority work environment - **what YDL's need to do to not only get that internship/job, but keep it over the long term.**



Gen YDL has been specifically designed to ensure you hit the ground running. The programme will equip you with the understanding, knowledge and capability critical to your career success focusing on the skills employers want. You will also have the opportunity to hear from successful BME graduates from **Goldman Sachs, J P Morgan Chase, Ernst and Young and Linklaters LLP.**

This programme will give you the opportunity to share your experience of life as a young Leader with a group of your peers, explore issues that affect you and other young people, develop transferable skills to help you compete successfully in the job market and also help create change in the community as a positive role model for others. Over the lifecycle of the programme you will participate in:

1. **Young Different Leaders Development Workshop**
2. **Webcasts and seminars**
3. **Peer mentoring and networking**

Gen YDL - The Programme

Aim

To provide and enhance the knowledge, skills, confidence and leadership ability that Young Different Leaders need to **stand out** from the fierce competition for graduate jobs, successfully **access** the world of work and effectively **retain** and **progress** their careers.

Target group

High achieving - 2nd and 3rd year BME undergraduate students, as well as those in the early stages of their careers.

Host Sponsor

Imperial College
London

Objectives are to:

- Increase the employability of Gen YDL graduates and the added value that you bring to organisations
- Enhance your confidence and sense of identity as young leaders from diverse backgrounds
- Develop and extend your leadership competencies and behaviours for immediate impact
- Prepare you to work in a multicultural or global environment
- Create a tipping point for change in perceptions, impact, and career success of Gen YDL graduates

Learning outcomes

By the end of the programme participants will have understood, developed and extended their:

- Commercial awareness and business acumen relevant to their chosen sector
- Employability skills for immediate impact in the workplace
- Interpersonal skills and leadership behaviours necessary to succeed in the workplace
- Specific skills of organisation & execution, analysis & interpretation, interacting & presenting, problem solving and decision making
- Value added from leveraging your diversity as a strength, cultural capital and making a difference
- Collaborative team & leadership approaches
- Organisational savvy required to understand and navigate the corporate culture
- Confidence building, personal impact, self-awareness, emotional intelligence
- Success orientation & attitude to excel: through vision, purpose and planning; emerging focused and motivated

By participating on the programme, you will:

- Increase your attractiveness to potential employers whilst understanding the added value you bring to organisations
- Enhance your leadership skills and confidence
- Propel your way to career success through extending your impact and influence



Date

20-21st June 2011

Core Subjects

21st Century Leadership, Commercial Awareness, Leading Self; Effective Communication ; Presenting with Impact; Business Execution; Personal Branding; Effective Teamwork; Understanding the rules of work; Career Action Planning

Delivery

The program uses a number of learning tools including: Individual leadership assessments; Experiential learning; Business Case Studies; Coaching/Mentoring; Core Workshops; Essential reading and reflection.

On-going support

On completion of the programme, you will also receive on-going support in the months following the programme. Through a dedicated section of the Diversity Practice website, participants will receive further webcasts and presentations to increase their learning, have access to continued mentoring support from other Executive Different Leaders, and be able to network and share their experiences and expertise with one another.

Call to Action

Only a few places remain.

1. On receipt of this information please confirm your interest immediately
2. Complete the attached **application form** and return via email no later than 13th June 2011

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About the Diversity Practice

Gen YDL Graduate Leadership Development Programme is organised by The Diversity Practice Ltd.

We are an organisational and leadership development consultancy with a global capacity to address the growing strategic, corporate culture, business performance and leadership needs of its public, private and multinational sector clients. We consistently influence our clients' thinking, understanding and application of the critical link between strategy, leadership, organisational culture and performance.

We have built a strong reputation for hosting high impact events that constructively challenge the traditional approach to diversity. We create learning environments where leaders across the whole diversity spectrum engage in critical, candid conversations that result in sustainable change in their leadership and career advancement, and increased performance of our organisational clients.

For further information go to www.diversitypractice.com