

Graduate Development Programme - September to August (2 years)

We hope that every graduate who develops through our two-year multi-disciplined programme enjoys a tailored, individual learning experience. However, no matter what your discipline, there are still some key milestones and opportunities to look out for:

Graduate Induction		Personal Growth at Work		Project Management		Business Development		Communication & Presentation		Becoming a Leader	
A two day workshop introducing you to the business and the programme.		A two day session, delivered within the first eight weeks of employment, exploring the difference between the world of student and that of business.		A two-day introduction to Barratt Project Management.		A series of workshops across the duration of the programme providing an introduction to Finance, HR, IT, Marketing & Health and Safety.		A two day workshop during year 2 of the programme focused on developing skills in presentation and communication techniques.		A two day workshop that focuses on inspiring people, planning and managing actions to produce results.	
Content: <ul style="list-style-type: none"> Day 1 - Corporate Induction and Formal Dinner Day 2 - Graduate Induction Business Induction Region/Division Discipline 		Content: <ul style="list-style-type: none"> Learning in the workplace Giving and receiving feedback Dealing with workplace conflict Taking responsibility for learning Myers Briggs personality types 		Content: <ul style="list-style-type: none"> Establish a project Evaluate and manage risk Planning & Prioritisation Team motivation Project Management Tools 5 step project management model 		Content: <ul style="list-style-type: none"> Differentiate cash flow, revenue & capital Compile a Budget How money moves in a business Managing Performance Recruitment & Selection HR Policies and Procedures 		Content: <ul style="list-style-type: none"> Influencing Skills Presentation Skills Report Writing Persuasive Language Verbal & nonverbal feedback Gaining commitment Versatility in Speech 		Content: <ul style="list-style-type: none"> Managing Performance (PDR) Objective Setting Performance Reviews Coaching Reward Motivation Team Work Leadership Behavioural Styles 	
Rotation Land	Rotation Technical	Rotation Commercial	Rotation Construction	Rotation Sales	Rotation Finance	12 Month Discipline Development in chosen area					
Quarterly meetings for all Graduates				Volunteering activities x 2 during the programme				Study for professional qualifications			
Coaching & Mentoring (Running alongside will be Group Management Development modules identified through the PDR process)											