

Real world learning.

nationalgrid

Our client wanted to ensure their undergraduates were fully prepared for their internship or industrial placement and ultimately equipped to feed into the talent pipeline for their Graduate Development Programme. We designed an experiential, interactive and feedback rich programme to develop the students' essential workplace skills.

In a nutshell.

- Building a better understanding of team roles, personal impact and influencing
- Exploration of how attitudes and beliefs influence behaviours
- Personal Action Plans to ensure success during their placement.

What we did.

We deliver two behavioural modules: one at the start and one at the end of each 12-month or 12-week placement, allowing participants to develop and practise a variety of skills.

'Here and Now' is designed to settle the students into their placement and prepare them for the types of interactions they might encounter at work. It highlights how their attitudes and beliefs can impact others and allows them to explore concepts around

confidence and self-esteem when communicating.

'Continuing to Build' comes at the end of their placement and enables the students to discuss their experience of working within National Grid and learn from feedback. They create an action plan based on how to take their learning forward into further education and employment. They leave well equipped to confidently apply for a place on the Graduate Development Programme.

How it helped.

- Improved awareness of personal presence and the impact of body language and tone
- Increased confidence communicating at different levels of an organisation
- Understanding of team role preferences and how to apply strengths in a team
- 94% of students offered a place on the Graduate programme.

What they said.

“

Had a great time, good amount of learning to set me up for my placement.

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“

I feel much more confident in myself and my decision making at work. This has really prepared me.

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“

Great programme – it has really opened my mind to the importance of relationships at work and self-presentation.

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Interaction Learning and Development