CASE STUDY

FINANCE GRADUATE PROGRAM

Risk Advisory practice of a prominent Outsourcing and Consulting company.

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BACKGROUND

Our client, the Risk Advisory practice of a prominent Outsourcing and Consulting company, engaged in process risk consulting and compliance services, wanted a year-long comprehensive learning program for newly hired Finance Graduates that would:

- Cover relevant **technical (domain, industry, functional) topics** in addition to **core business skills**
- Develop **capabilities required for risk advisory and finance transformation engagements** at clients in the US, UK and APAC regions
- **Develop a future pool of well-rounded consultants**, equipped with the requisite professional and personal skill sets, to deliver and lead client engagements across the globe

13	MONTHS
22	PARTICIPANTS
85	SESSIONS
400	HOURS

OUR DESIGN

The curriculum was divided into three levels of complexity – Basic, Intermediate and Advanced.

The 'Basic' program was designed as an intensive 'boot camp' running for six weeks, leading to the 'Intermediate' and 'Advanced' programs which would consist of sessions being conducted at a more staggered manner.

The objectives of this design were to (a) develop 'basic' competencies in an accelerated manner to enable immediate deployment on client engagements, (b) enable effective absorption of 'advanced' concepts and (c) align the program with client project schedules and timelines.

Aiming for high levels of engagement and retention among the participants, emphasis was on the use of real-world case studies and interactive learning techniques.

Participant performance and progress were monitored on a continuous basis, with periodic assessments conducted to evaluate individual and group performance Assessment results were shared with key client stakeholders (business and knowledge leaders).

CURRICULUM MODULES

	DOMAIN	INDUSTRY	ENABLERS	CORE BUSINESS SKILLS
BASIC	Corporate Accounting Management Accounting Business Process Risks & Controls	Insurance	MS Excel MS Visio MS Word MS PowerPoint	Corporate Etiquette Business Communication Meetings & Presentations Leadership Development Adapting to Cultures
INTERMEDIATE	IT Risks & Controls	Banking		
ADVANCED	Advanced Accounting US GAAP / IFRS			

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KEY FEATURES

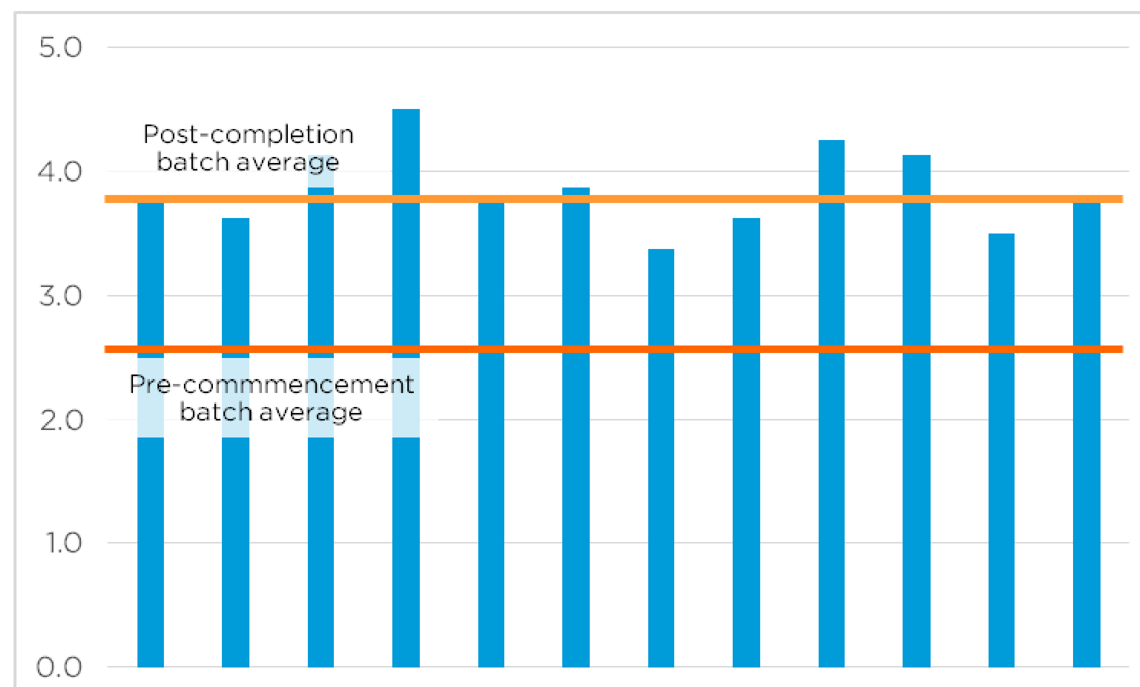
- Customisation of content to address existing competency levels evaluated through pre-training ‘proficiency assessment’
- Curriculum tailored specifically for client requirements, and not ‘off-the-shelf’
- Optimum utilisation of participant availability and bandwidth by syncing training schedule with participants’ project commitments
- Incorporation of case studies and practice aids, derived from real world / actual client situations, to assist participants
- Facilitation of interactions with business leaders to provide participants with a holistic view of their organisation and industry
- Individual and team exercises assigned between training sessions to help with retention of topics discussed
- Regular interactions with business and knowledge leaders, including direct supervisors, helped track participants’ project performance and make necessary adjustments to the curriculum content and delivery, as needed

VALUE DELIVERED

- All participants were successfully deployed on key client projects
- Case studies and simulations aided in ‘real life situations’ faced by participants at client locations
- Highest participation and engagement ratings amongst any internal or external training conducted at the client

PARTICIPANT OVERALL RATING

[Extract comparing individual rating to batch average]

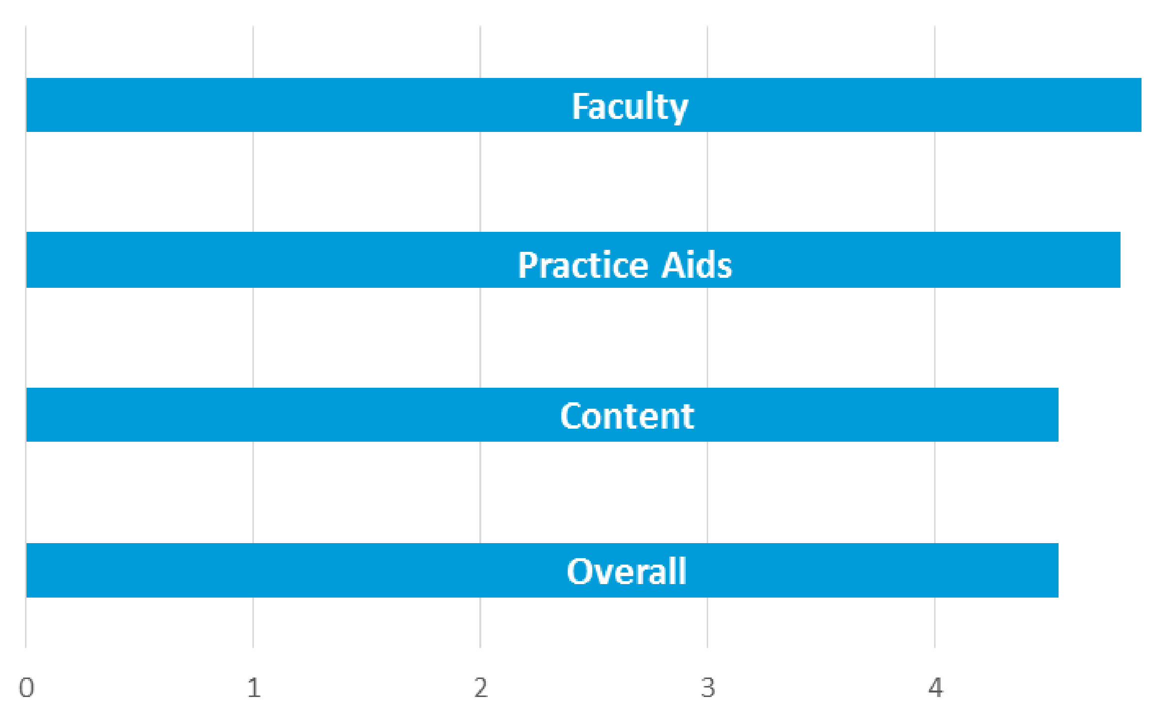


Each column represents an individual participant’s overall rating in the program

CHALLENGE	SOLUTION
Develop well-rounded consultancy skills in a pool of college graduates	Comprehensive curriculum combining technical topics with core business / ‘soft’ skills
Multiple competencies across various service lines	Curriculum mapped to each of the client’s service lines
Immediate deployment on off-shore projects	Accelerated ‘basic’ program along with staggered ‘intermediate’ and ‘advanced’ curriculum
Maintaining competency level post-training	Case study based assignments and monthly and quarterly assessments

PARTICIPANT FEEDBACK

[On a scale of 0 to 5, 5 being highest]



People Trust is a consultancy focused on building capability and maximising potential.

www.peopletrusthr.com | info@peopletrusthr.com