

# Worklife Supports International Graduates...

Financial Services Industry



Sydney, AUSTRALIA

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## Worklife's Client

Operating in over 70 countries, our client is a financial services organisation that employs 67,000+ team members, was founded over 200 years ago and has a mission to create exceptional value for their shareholders and people.

To attract talented and highly qualified individuals, the organisation recognises the need to invest in its team member's career development and futures as the two will be inextricably linked. The key to the organisation's success lies in their people and in order for the organisation to thrive, the team members need to be ready to deliver their best.

## Worklife's Development Opportunity

In line with the organisation's strategic goal of creating understanding of and a culture of career development, the client engaged Worklife to provide career development and planning for a group of 2006/07 graduates, many of whom would be promoted to roles where they would manage others, within a 6 - 24 month period.

To be considered viable, and to ensure positive outcomes for graduates and the organisation, Worklife needed to capitalise on time and financial resources as participants were travelling from Asia, Australia and North America to attend.

## 4.3 Worklife's Proposed Solution

Worklife proposed a blended delivery options combining self-paced learning modules for continuous learning and reflection; eight modules of face-to-face training presented over two days in Singapore; and on-the-job activities focused on career development and leadership skills including:

- Action Plan Development;
- Leadership Foundations;
- Mentoring;
- Negotiation and Persuasion;
- Networking.

This solution combined various aspects of Worklife's programs, namely the Career Planning Workshop, Career Development: Future Leaders, as well as taking 'soft skills' from the L.E.A.P (Leadership-Enhancement-Attitude-Performance) programs.

Resources were customised to reflect the client's use of language, relevant case studies and corporate branding and imagery.

## Achieved Outcomes

This initiative was successfully delivered to the client group with positive feedback received from participants and coordinator. Evaluation ratings on content indicate an extremely close match between our client's needs and our solution (>96% approval) while delivery methods received high evaluation responses as well (>93% approval).

Participant comments included:

*"This is really one of the most beneficial programs I have attended..."*

*"This program enabled me to become more self-aware with respect to my career goals and direction..."*

*"Facilitator demonstrated in-depth knowledge and understanding of subject matter..."*

As a direct result of Worklife exceeding the client's expectations of services, quality and delivery, Worklife was selected to facilitate this client's in-house workshops for high potential team members across Asia Pacific.

For more information, contact:

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