



WELCOME TO THE

GRADUATE PROGRAMME

Helping graduates and interns transitioning
into the workspace.

INTEGRATING GRADUATE TALENT

You have invested time, cost, and energy in identifying graduates who have the skills you need for today and the ability to take your company forward.

WE UNDERSTAND YOUR CHALLENGE

- You have a group of inexperienced workers.
- You need to on-board them effectively.
- You need them to get up to speed quickly.
- You have limited time to dedicate to them.
- They do not understand the working environment.
- They have not been involved in teams.
- The real world can be very different to their learning environment.
- They have not developed the interpersonal skills to deal with relationships, hierarchy and authority.
- They may not have found their voice in the working world.

WHO IS THE PROGRAMME FOR?

- For graduates and interns transitioning into the workplace.
- For apprentices who need to develop people skills alongside technical skills.

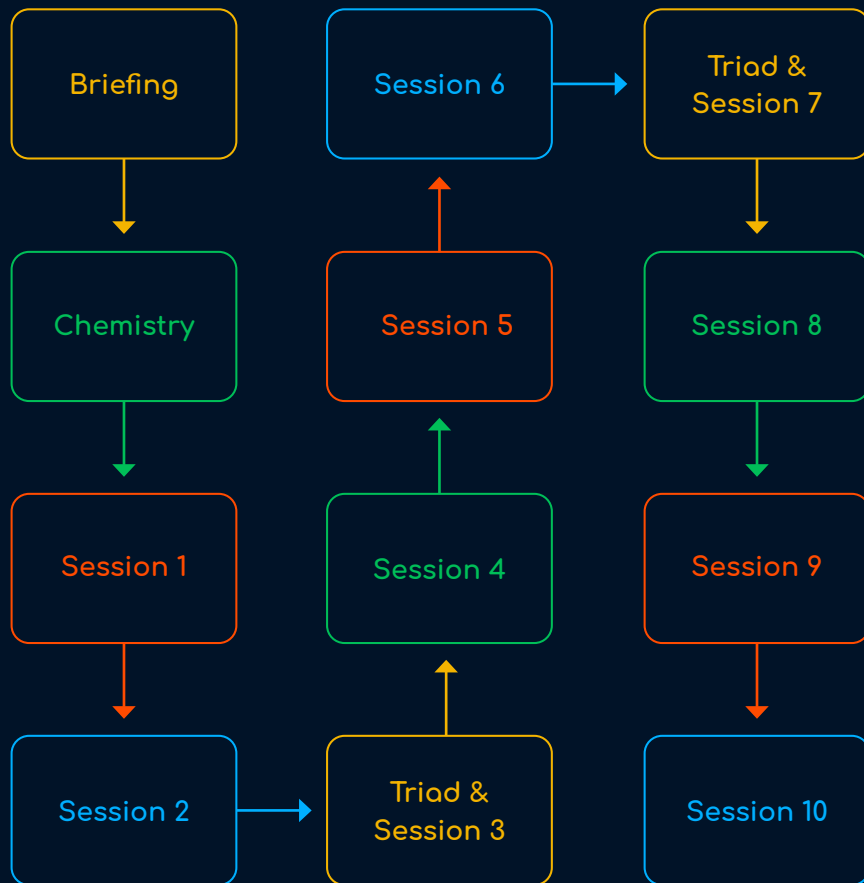
WHAT PAST GRADUATES SAY

"The coaches are highly skilled they don't tell you what to do but rather help you to identify the root of the problem for yourself, and then facilitate the self-discovery of solutions to the identified problems."



WHAT WILL THE PROGRAMME DELIVER FOR YOU?

OVERVIEW OF PROGRAMME



Graduates enter organisations with limited life and work experience and face a range of challenges they would never have had before. They are required to learn new skills and integrate into a complex work environment.

QUESTION: How will they cope/ adapt/ thrive?

ANSWER: Our Integrating Graduate Talent Programme.

Forward-thinking businesses are recognising the importance of employees who are well-rounded - technically strong, and emotionally and mentally equipped to deal with challenges that occur daily. The employees' ability to be resilient and respond to change can give a company a competitive edge and contribute positively to business growth.

OUTCOMES – WHAT WILL THE GRADUATES GAIN?

- An understanding of how to transition from student to employee.
- A greater level of self-awareness and self-management (EQ).
- Enhanced communication and relationship building skills.
- Improved confidence levels.
- Faster integration into the workplace and teams.
- Ability to negotiate difficult situations and have essential conversations.

WHAT PAST GRADUATES SAY

"Being able to talk through any difficulties and struggles and finding a solution or a way to resolve it."

HOW IT'S DELIVERED

The programme is delivered online through a series of individual one-hour coaching/mentoring sessions with the graduate, and the inclusion of the manager briefly at session 3 and session 7 (triads) to provide support, discuss progress and refine coaching/mentoring objectives.


INVESTMENT PER GRADUATE

R23 500 for 10 coaching sessions over 12 months (incl. triad sessions with manager/sponsor). International pricing options available on request.

- Optional Enneagram personality profile (would require an additional session)
- Programmes are customized to meet your specific requirements, starting from one graduate upwards.

ABOUT CHAMELEON SKILLS

Specialising in leadership and team coaching, over the last 10 years Chameleon Skills has delivered more than 45 coaching interventions with key talent in over 25 organisations. We help to develop healthy leaders, teams and cultures. Visit our website to learn more about who we are and what we do.

 For more information, please contact us at info@chameleonskills.com or call us on +27 (0) 72 488 5566 or +27 (0) 72 038 4079

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