



Emerging leaders

Attracting, developing and retaining the leaders of tomorrow

The rising generation of emerging leaders will be guiding our organisations through radical change over the next 10 years as we face evolving competitive, regulatory and sustainability related pressures. Given the emerging demographics of the future labour force, these leaders will be a scarce and precious resource. All organisations will have to successfully compete for the best that the rising generation has to offer, reshaping the ways in which they attract, retain and reward emerging talent.

To remain agile, innovative and a step ahead of their competition, the most successful organisations will engage this new talent pool through a combination of meaningful work and high quality personal and professional learning. Those organisations whose purpose, culture and commitments demonstrate that they are organisations worth working for will have the competitive edge. This also requires a shift away from tired stereotypes of the rising generation based on when they were born (gen x, gen y etc.) and towards understanding their need to be treated as individuals.

What do the rising generations of talent want from work?

- to belong and feel involved
- to have a sense of purpose
- to feel competent in what they choose to do
- to do work that has meaning
- to feel valued and appreciated
- to be challenged and to grow.

Impact help organisations construct the learning architectures they need to prepare emerging leaders to create the conditions for success in today's volatile, uncertain, complex and ambiguous world.

Graduate development

Customised experiential learning solutions that take graduates beyond their perceived limits and prepare them for the realities of team work, leadership and professional life.

We have developed a set of key principles that support graduates to be their courageous best self, take true personal ownership; and apply their whole self to all that they do, generating real, lasting and tangible business outcomes.

Ownership: Equipping graduates with the skills, mindsets and behaviours to drive their own learning and take responsibility for their own development.

Experience: Combining real-life experience with theory and expert facilitation. A blend of insights, action, dialogue, feedback and reflection ensure our interventions are powerful and meaningful, maximising transfer of learning.

Relationships: Focusing on the attitudes and behaviours needed to develop relationships that will drive personal and business performance.

Courage: Developing the courage to be themselves, be open to learning and live to their true values; empowering them to drive and lead change.

Business Relevance: Engaging graduates through development experiences that are clearly related to the work place and environment so that they can see and understand this relationship.

Influence: Providing graduates with the skills and behaviours to influence across organisations and navigate themselves through their careers.

Strengths: Unearthing and nurturing the hidden talent and unrealised potential within graduates so that they can truly thrive and add their real value to their organisation.



IMPACT

LiberatingBrilliance



ING International Talent Programme - an innovative four-year graduate development journey

ING believe all sustainable progress is driven by people with the imagination and determination to improve their future and the futures of those around them. In line with their purpose to empower people to stay a step ahead in life and in business, the ING International Talent Programme (ITP) develops graduates' personal skills to complement their academic experience and professional training. The Personal Skills curriculum delivered by Impact shifts over four years to put the emphasis on trainees to be able to take ownership of their own learning. Providing a mix of webinars, online pre-work and face-to-face experiential development at ITP Global Learning Events, the programme has positioned ING as a preferred employer and attracts top graduates with the right behaviours and high growth potential.



95% of graduated ITP trainees stay at ING for more than five years



98% score for how empowered participants now feel to own their career

Developing You – an eclectic mix of learning methodologies beneficial for every graduate

With a vision to be the premier international defence, aerospace and security company, BAE Systems needed a pipeline of future talent who are committed, inspired and ready to take on BAE Systems roles. Developing You inspires and equips graduates to; take responsibility for their learning, gain better awareness of themselves and their work, and tackle workplace challenges. Developing You uses an eclectic mix of learning methodologies to create powerful individual and team opportunities to learn from new emotions, challenges and situations. Elements include; community action learning, live business projects, outdoor journeys, 1:1 coaching and senior stakeholder inputs.

Stakeholders cite the programme as fundamental to establishing a successful career within BAE Systems. The programme numbers have increased every year with the 600+ past participants scoring the programme 4.3 of a possible 5 when asked whether the programme will hugely benefit them personally.

BAE SYSTEMS



Discover more at www.impactinternational.com

Apprenticeship development

Vocational training at all levels must support participants to be able to continually learn and adapt to a constantly shifting business landscape.

This requires finding the right balance between delivering job specific training and the type of wider development learning that will help individuals to continue to grow as employees, adapting to the changing needs of their organisations, and their careers ahead.

We recognise that apprentices want to find and build a career where they feel passionate, gain a sense of belonging, excel and enjoy what it is that they choose to do.

Our approach to learning is always hands on with a strong emphasis on experiential elements. Working with you, we tailor a solution that supports the progression of your apprenticeses behavioural, leadership, management and personal development.

We are passionate about creating organisations worth working for and the modern apprenticeship is a great opportunity to improve the quality of education for employees at every level and from every background.



IMPACT

Impact are a global, award-winning creative change agency, focused on transforming the impact of leadership action in organisations.

Our learning journeys and immersive experiential solutions are proven to inspire new thinking and generate the meaningful dialogue required for sustainable innovation.

AchievingResults

