

Future Leadership/Graduate Programs

Fast track career paths in industries

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Future Leadership/Graduate Programs

Features of FLP/GPs

- Full time regular contract
- Real projects (team/individual) and problems
- Skills and personal development
- Senior executive mentoring
- Several rotations in corporate/functional areas
- Leadership position after the program



Multi National/SME companies have FLP/GPs



Unilever

Johnson & Johnson



Thermo
SCIENTIFIC



NOVARTIS



HEALTH ▸ HYGIENE ▸ HOME



AstraZeneca



And many more...

Why FLP/GPs for Industries?

- **Fresh talent:** transit graduates into the workforce
- **Sense of belonging:** familiarise graduates with company structure and culture
- **Flexible and open minded:** rapidly build professional capacity and workplace capability
- **High retention rate**
- **Leaders from within**



Numbers talk more than anything

- Employs between 10 - 170 graduates each year from over 600-2000 applications
- Spend ~100,000 Euros a year on each graduate
- Retention rate 94-99%
- Introducing FLP/GPs in many functions



Why should I apply?

FLP/GP is a gateway with multiple exits and opportunities

- Crack the rules – **very international**
- **Don't know** which function/job to go
- Understand business in a **fast track**
- Gain knowledge from **rotations**
- Enough time for networking
- Land in a position **where you best fit in**





What qualifications do I need?

All 'A' grades/high impact factors alone do not help!



Even 3 dragons 😊

Above average grades are OK 😊

- Specified academic qualifications in respective domain



Personal competences make all the difference

- Leadership potential is the KEY



**“Leadership experience? I have
13 people following me on Twitter!”**

Personal competences make all the difference

- Leadership potential
- Communication skills
- International exposure
- Performance oriented
- Flexible and mobile



Selection is very tough No Pain, No Gain



- Focus on competences
- Several rounds of interviews
- Novel methods of screening
- Video/Audio questions
- Assessment day

Present your potential as Future Leader

Key takeaways

- 'Finding a job' is a full time job
- FLP/GPs are excellent gate ways
- Prepare well and give your best shot
- Practice makes the task perfect

**Leaders are not born,
they are made**





Two important points

1. Strict rules and regulations are in force to protect jobs for local/EU candidates
2. Talent is always recognized, no disappointment for non-EU candidates

Interactive session



More questions, contact me in [LinkedIn](#)