



Everyone has to start somewhere.

A new job is a blank canvas for a fresh graduate or young adult entering the workforce for the first time. It's a journey of self-discovery; navigating how and where to fit in. It's a training ground for developing key skills needed to make **New Hires** highly productive contributors, with an eye towards their next level of growth and achievement.

Here are some of the many ways a customized **Kaplan Leadership & Professional Development Program** will ensure your New Hires have the necessary on-boarding training, tools, and skills that are required to be a valuable asset to the company.

Collaborative Program Design

Benefit from a collaborative approach in which Kaplan works with your leaders and team members to learn the competencies and challenges within your organization. Each program module is then customized to match your business strategy.

Integrated Training Approach

Help your New Hires integrate into the organization by providing them with the valuable tools they need, such as on-boarding, that will position them for success. Learning takes time. A well-structured and well-planned on-boarding program will translate into employee retention and improved ROI.

Business Acumen

Enlighten your New Hires on many of the business fundamentals that will help them thrive. Fill their minds with relevant industry facts, such as an introduction to global markets, an overview of current macro economics, a detailed review of corporate strategy, or the seemingly simple task of analyzing a financial statement. In addition, utilize the Kaplan Business Challenge to develop behavioral confidence alongside technical excellence.

Refinement of Interpersonal Skills

Introduce the New Hires to your company's culture and help them interact with confidence. Coming from a college environment into the limelight of a corporate job can be daunting. Kaplan programs provide the first steps, the blueprint on how to interact with peers, upper management, and global constituents.

Assessment of Professional Capabilities

Adopt the Kaplan Capabilities 360-degree survey to uncover the key competencies of your New Hires, as well as highlight areas that need additional support, training, or education.

"My biggest motivation? Just to keep challenging myself. Every day I'm learning something new."

– Richard Branson
Serial Entrepreneur

NEW HIRES

On-Boarding

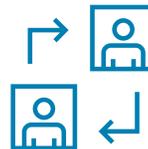
Acquire an overview of company expectations, culture, values, and skills to become effective and immediate contributors to productivity.



Leadership
& Professional
Development

Behavioral Diagnostics

Engage in activities and programs that reveal personal identities and behaviors that are encouraged in business.



Behavioral and Technical Development

Expand behavioral and technical development through the "double-helix" approach of integrating the two to gain a wider business understanding.



PROGRAM OUTCOMES

- Enhanced competence and confidence as an individual contributor
- Exploration and enrichment of professional identity and behaviors encouraged and rewarded in the business
- Effective decision-making skills that broaden and deepen professional judgment



Task Challenges

Participate in new tasks set in alternative environments that stimulate and trigger developmental changes.

Coaching and Mentoring

Gain invaluable insight from professional coaches, role models, and mentors whenever needed.



Assessment of Professional Capabilities

Access knowledgeable Kaplan consultants who provide support, insight, and direction.



Commercial Skills

Master the basic core skills, such as product marketing, competitive landscape, and other fundamentals.



Decision-making
is the essence of
leadership



Scenario Simulation

Benefit from decision-making simulations of realistic workplace scenarios.

Kaplan is a global front-runner, providing successful leadership development, training, and exam-based solutions through comprehensive advancement programs that empower your employees to work at their highest capacity.

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