

Case Study: “Hitting my 100 Days”

An investment in skills development and the transition of newly hired graduates into the revenue generating functions of a major global bank.

The Challenge

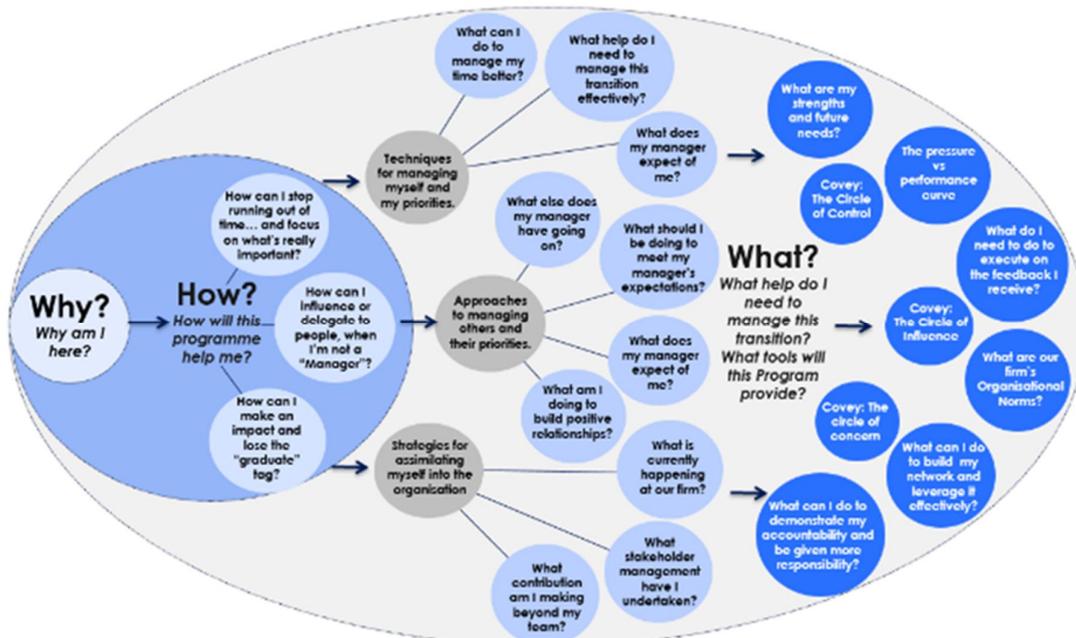
The program team at a major US bank approached Alpha Development to partner them in structuring the ongoing development of their Global Markets graduate intake. They identified the “100 days on the desk” milestone as an opportunity to proactively address this requirement.

The critical issue for the new-hires was the impact of transition from campus to corporate; after an intense technical induction program, graduate cohorts could often get ‘lost’ on the desk. By addressing this development gap before the first 100 days of life in their new role, the graduates could:

- Take the opportunity to “re-group” after their early weeks on the desk.
- Understand what was working well and what has been challenging for the group.
- Recognize how they can support each other.
- Appreciate what else they will need to feel more confident, competent and resilient over the next 12 months.

The Solution

Alpha adopted a bottom-up and top-down approach to developing content. First, we approached the transition from the perspective of the graduate. This enabled our consultants to focus in on key tools and techniques that could be immediately applied on the desk.



Mind-Map: Start with Why (from Sinek)

The second phase approached content from the perspective of the line managers of the new-hire. Alpha explored the communication and management challenges of developing millennials in the workplace and looked at the best practice strategies of managers that have succeeded in bridging this generation gap.

