

Graduate Development Programme

CPD Accredited Diploma

*A customised programme to give your graduates
the skills they need to succeed and grow*



At Ibec, we have designed a best in class accredited Graduate Programme to help organisations attract, retain and develop top talent

In today's fast-paced environment, we believe if your graduates are not learning and actively upskilling, both the individual and the organisation are falling behind. The journey of learning and development does not end after third level education, it continues into the workplace, and for any organisation to be competitive, investment in continuous professional development is essential.

According to Gradireland's 2018 survey, the skills gap continues to exist, with communication remaining the number one skill graduates lack. Our experience working with employers also highlighted areas such as attitude, resilience and team working as being core to how a graduate performs in their roles. These are everyday skills that enable people to work and communicate effectively in the workplace and essential skills for graduates to master in order to perform at their best.

Why not offer your graduates a level 6, CPD Diploma in Professional Competence, as part of their journey with your organisation? We have worked with many organisations to customise accredited programmes that really make an impact in terms of how your graduates perform in their roles and grow in confidence and the skills needed.

Our practical graduate programme, accredited by Technological University Dublin, is designed to run in parallel with your work placements. This customised programme focuses on developing the skills required of graduates in your culture, ensuring your values, competencies and performance goals are central to the design, along with your policies and procedures and ways of working. Graduates also complete a learning journal, practical project, personality profile which ensures both competence and confidence in a range of critical area are tangible outcomes delivered. Our design team will work with you to ensure the programme you run, works for you, your organisation and your graduates.

What's in it for you?

For Organisations

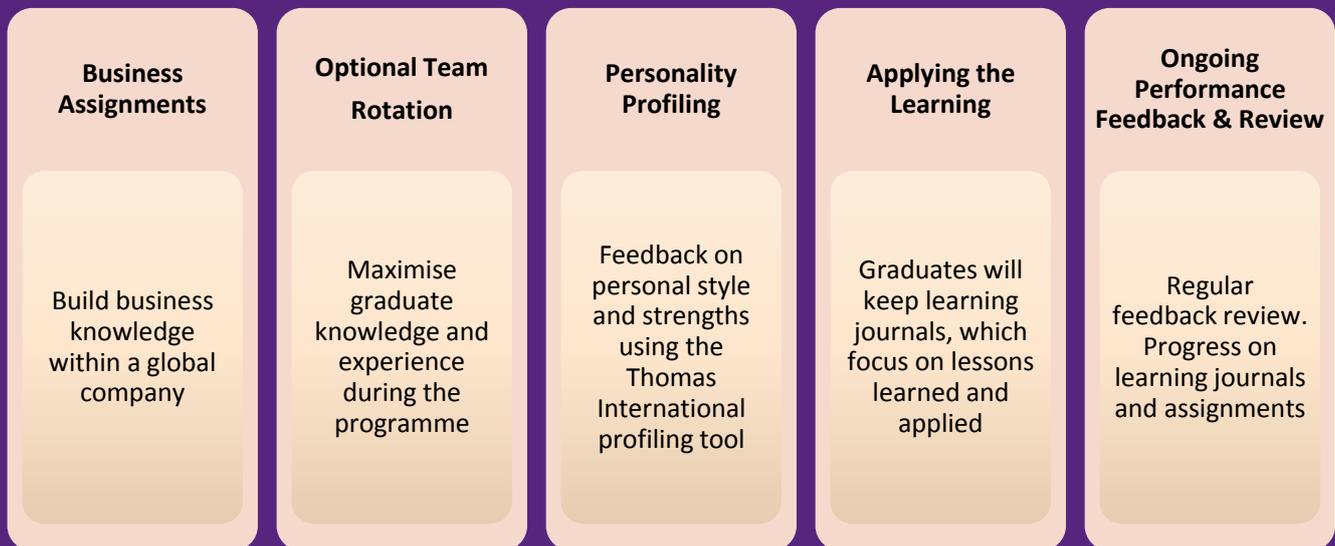
- Attract the best graduates by offering an industry placement with a recognised qualification
- Develop critical business skills that build the confidence and competence of your graduates
- Increase morale, motivation and impact
- Embed your values behaviours and core policies
- Get graduates to work on relevant work-related projects

For Graduates

- Practical experience while gaining a recognised qualification
- Grow your strengths
- Build the critical skills needed to succeed
- Enhance business, interpersonal and project management skills
- Work on a real project to apply the learning
- Get feedback on personality profile with the Thomas International profile



A practical academic model to ensure your graduates make a definitive impact quickly



What our clients say:

'We worked with the Ibec team to develop a management development programme that suited our business. We now have what we believe is an excellent programme which is a key part of the future development of managers in the business. It is an excellent balance of theory and practical and is delivered to a very high standard by all tutors involved.'



Catherine Smith, HR Manager ROI, Lakeland Dairies

Module content	Module Description	Delivery Method
Professional Competence/ Commercial Awareness	<ul style="list-style-type: none"> • Drawing up a strategic plan for an organisation • SWOT analysis • Competitor analysis – how it is devised and what it does • Customer service - its importance and best practice examples • Organisational vision statements, mission and values • Key points to include in developing commercial awareness • Personality profiling – identify style and strengths 	Classroom Case studies Role plays quizzes Group presentations Action learning Self-assessments Personal action planning
Leadership	<ul style="list-style-type: none"> • Models of Leadership • Personal style of leadership • Values and their role in leadership • Power and leadership • Situational Leadership 	
Communications & Influencing	<ul style="list-style-type: none"> • Models of human behaviour • Communications and Influencing styles • Your style • Listening, body language • Presentation skills • Getting heard • Varying your style to the person and situation • Resilience 	
Team Working	<ul style="list-style-type: none"> • Models to explain team working dynamics • Human behaviour and the psychology of performance in groups • Power and influence • Your own style of team working • Stages of a team’s development • High performing teams • Challenging behaviour and how to deal with it 	
Project Management	<ul style="list-style-type: none"> • Why project management? • Project initiation & definition • The project team • Project planning • Delivering your project on time • Managing conflict through assertive negotiation • Project control 	
Performance & People	<ul style="list-style-type: none"> • Models and theories of performance • Managing performance • What drives personal performance • Maintaining your energy and drive 	

	<ul style="list-style-type: none"> • Understanding performance differences in others 	
Time Management, Assertiveness and Conflict	<ul style="list-style-type: none"> • Time management system • Prioritising • Time wasters and stealers • Assertiveness as a style of behaviour • Getting heard • Handling conflict • Adapting your style to the person and place 	
Motivation	<ul style="list-style-type: none"> • Theories of motivation • Applying the theory in practice • Motivators and de motivators in work • Developing a personal motivation approach • Understanding differences between individuals • Getting the best from yourself and others 	
Presentation Skills	<ul style="list-style-type: none"> • Designing effective presentations • Controlling your material • Dealing with the audience • Learning styles • Your style as a presenter • Best practice presentations • Building your confidence in this area 	
Financial Skills	<ul style="list-style-type: none"> • The basics of accounting • The profit & loss statement • The cash flow statement • Accounting concepts • Analysis accounts • Forecasting & budgeting • Investment appraisals 	
Decision Making	<ul style="list-style-type: none"> • The importance of decision making in the organisation • The approaches and theories on decision making • How the situation influences the decision made • Personality differences in making decisions • Identifying your personal style • A toolkit for making decisions in the future 	
Self-Awareness	<ul style="list-style-type: none"> • Differences in styles when interacting with others • Self-awareness model • Journey to increase self-awareness, key milestones • Building on personal strengths • Valuing differences in others • Role of values in determining behaviours • Setting self-awareness milestones • Attitudes and how they are formed 	

- Identifying what drives personal performance and behaviour

Course Title and Assessment

- Award: CPD Diploma in Professional Competence, Level 6, 20 ects
- Awarding Body: Technological University Dublin
- Assessment
 - Exam – 3 hours – 60%
 - Project – 3,500 – 5,000 words – 30%
 - Learning Journal – 10%

Our Credentials

About us

Over 30 years training managers

Innovative portfolio of in-company programmes, online courses, conferences and short courses nationwide

70 highly qualified facilitators

Excellent customer satisfaction and repeat business

Our Accreditations

12 years of ISO accreditation Many of our programmes are accredited by Technological University Dublin, Mediators Institute of Ireland, Quality & Qualifications Ireland, the Pre-Hospital Emergency Care Council and are on the National Framework of Qualifications

Our Graduates

4200 managers trained

520 graduates from accredited programmes

Our Programmes

310 in-company programmes

27 accredited open programmes

280 open and short programmes

Contact Jenny Hayes to arrange
a free consultation to discuss
your tailored programme



Jenny Hayes

Head of Ibec Management Training

p. 01 605 1613 | e. jenny.hayes@ibec.ie

You might also like

Management Training and Development

Discover the variety of programmes designed to help your managers perform at their best

Occupational Health & Safety

Explore our OHS courses that will help your employees feel confident and competent in implementing OHS legislation and best practices at work

Accredited programmes with TU Dublin

We offer a number of programmes whereby on successful completion participants receive a recognised qualification on the National Framework of Qualifications

Online training programmes

Discover our online courses from GDPR, Leading with Wellbeing and Foundation in Management