



Talent Identification & Career Development Programme: a real career booster

Exclusively at EDHEC, the Talent Identification and Career Development Programme (TI&CD) is a real innovation which is designed to accompany and prepare students to the international recruitment process as it is run by the biggest companies.

The only one in Europe! The TI&CD allows students to develop key management skills, the most wanted by recruiters. In the practice, students are optimally prepared to various recruitment exercises used on the international work's market: interviews, tests, group exercises, case studies ... For example, Arnaud GALLAY, Edhec Graduation Class 2011, in charge of sales, says: "I was able to practice tests of numeracy, verbal skills and logic online and to solve a case in a face-to-face situation. This helped me to prepare for the recruitment process at Procter & Gamble where I will now begin my career".

The TI&CD offers students to grade their level through 10 key management skills and to develop them with regards to the targeted job. In order to achieve this, students benefit from the expertise of Career Consultants. Jerome FRIZZERA-MOGLI, Senior Consultant at PERSONALIS, agreed to advise students within the framework of the TI&CD: "The TI&CD allows young EDHEC talent to develop their career plan and their inherent managerial competencies". In his opinion, the consultant brings knowledge by proposing "tools to allow everyone to optimize their strong points".

Gautier VILLIAUME, Trade Marketing Director at Procter & Gamble in Geneva, and mentor of the TI&CD, underlines: "This quite unique programme certainly gives EDHEC students a real head start in their careers. Thanks to the personalised mentoring sessions, students can progress more rapidly and more effectively, and build up their professional network". It's another advantage of the TI&CD.

The TI&CD enables students to be recruited on their first targeted job and also to be in optimal conditions to do their job! It allows young graduates to develop their job and missions very quickly. As such, it is a real career booster!

About EDHEC

EDHEC Business School equips students and executives with the skills required to manage projects and lead people in a multicultural environment. The School offers a variety of education and training courses covering the full spectrum of business needs. A broad range of international degree programmes attracts students the world over. Close to 6,000 students and 5,500 executives currently participate in EDHEC seminars and education programmes on the five sites in Lille, Nice, Paris, London and Singapore. EDHEC Business School's international strategy comprises an innovative business-focused research policy organised around specialist research centres. EDHEC holds AACSB, AMBA and EQUIS accreditations and is regularly ranked among Europe's leading business schools. More information is available on the EDHEC website: www.edhec.com.

Press contact

Aurore DENYS – aurore.denys@edhec.edu

EDHEC Corporate Communications

Appendix 1: Testimonials

- **Jiri MIL, EDHEC Graduation Class 2011, Analyst at McKinsey in Prague**
"Through innovatively simulating the interview process, TI&CD sharpened my skills and thus helped me to successfully pass nearly seven hours of interviews with McKinsey, leading to a full-time business analyst offer."
- **Alban LEPOUTRE, MSc in Marketing Management, EDHEC Graduation Class 2011, Voluntary worker at PSA in Denmark:** *"The TI&CD is split into different sessions that we gradually discover over the course of the year. What I really enjoyed was the TI&CD Workshop, where we worked in groups of four. All students were from different MSc and all of different nationalities. The TI&CD also helped me to learn more about myself in terms of personality, performance and skills... knowing more about myself was really useful in job interviews. Finally, the TI&CD allows you to meet professionals specialised in coaching, decision-making, objectivity, recruitment, etc. I had a series of 3 personalised interviews on various themes such as taking the floor in group situations and role play, as well as a mock interview with recruitment managers from Unilever. This interview also let to several opportunities to join the group."*
- **Arnaud GALLAY, EDHEC Graduation Class 2011, Sales Manager at PROCTER & GAMBLE**
"The TI&CD helped me to define and build my personal career plan. I learnt to showcase my experience and my skills in line with the CAR framework (Context, Action, Results). I was able to practice tests of numeracy, verbal skills and logic online and to solve a case in a face-to-face situation. This helped me to prepare for the recruitment process at Procter & Gamble where I will now begin my career."
- **Gautier VILLIAUME, Trade Marketing Director in Geneva, PROCTER & GAMBLE:** *"The TI&CD developed by EDHEC gives the students a real competitive advantage for 2 reasons. Firstly, the programme allows them to experience the real conditions of the selection stages of most big international groups so they're better prepared. At the same time, thanks to the Career Coaching and personalised mentoring sessions, students can progress more rapidly and more effectively, and build up their professional network. This quite unique programme certainly gives EDHEC students a real head start in their careers!"*
- **Jérôme FRIZZERA-MOGLI, Senior Consultant, PERSONALIS and Career Consultant for the TI&CD:** *"The TI&CD allows young EDHEC talent to develop their career plan and their inherent managerial competencies. It helps students to understand the validity of their ideas when confronted with the realities of the job market. Where does the Consultant come in? For me, the consultant inputs their sector expertise, adds timing to the career plan and suggests tools to allow everyone to optimize their strong points."*

Appendix 2: Interview with Florence Da Costa, *Head of the Student Career Centre*



Florence Da Costa has been Head of the Student Career Centre for 10 years. The Student Career Centre helps students from EDHEC Business School to develop their career plan over the course of their programme. Working with a team of around a dozen people, the Career Centre is based on 3 areas of expertise:

- A pool of international consultants
- An online Career platform
- Developing links between students and business organisations (the employers).

EDHEC contact:

Florence Da Costa

Phone: 03 20 15 45 47

E-mail: florence.dacosta@edhec.edu

- 1. Why did you introduce the Talent Identification & Career Development Programme?**
Competition in the global recruitment market has become increasingly fierce and the recruitment process has subsequently changed in line with that used by the graduate programmes (recruitment programme for international high potentials). This means it is essential to prepare in advance if you want to stand out from the pack! That's why we developed the TI&CD.
- 2. Who is the TI&CD programme for?**
The TI&CD is designed for students in EDHEC's study programme, in other words over 600 students during the 2010-2011 academic year.
- 3. How is the programme structured?**
After gaining a good grasp of business know-how and the different activity and job sectors in a global context during the Bachelor period (1st year), students develop greater self-awareness and hone the skills sought by employers during the Master programme (2nd and 3rd years). The ultimate goal is to develop the key managerial skills required for the targeted entry-level job.
- 4. What are the advantages?**
In 2009, the TI&CD was recognised as one of our *best practices* during the AACSB* audit. We benefit from the expertise of 20 international consultants, each specialising in a specific branch. For instance, the students in the Legal & Tax MSc programme are coached by a consultant specialised in Law and Tax matters. What's more, the value of the TI&CD is recognised by international firms, giving EDHEC students a considerable competitive advantage on the job market. In short, the TI&CD is a great career booster.
- 5. What feedback do you get from the students regarding the programme?**
We get an average satisfaction rate of 4.5/5, with a survey response rate of over 80%.
- 6. What are your next projects?**
To organise the TI&CD for the MSc in Risk & Investment Management in London & Singapore.

*The Association to Advance Collegiate Schools of Business which delivers a globally recognized accreditation to the best universities and business schools

During the second year of the program, TI&CD is divided in 6 phases:

Talents identification and evaluation through 10 key managerial competencies (interviews, tests, group exercises, case studies ...)	Individual profiling	Career meeting with a senior consultant to allow students to develop their assets.	Workshops based on recruitment tools (CV, cover letters, interviews)	Workshops based on managerial skills: leadership, communication...	Mentoring sessions : contacts with EDHEC Graduates
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Talent Identification & Career Development Program's assessment:

