

Developing your graduate top tips

Here are 10 Top tips which can help you to retain and develop graduate talent:

1. Consider ways that you can make them feel valued before they start. You could invite them to a staff social or send them a note from the MD and a small gift.
2. Make the first day memorable and take time to plan an engaging induction process.
3. Feedback is king, plan a range of formal opportunities to provide feedback to a graduate.
4. Graduates are often extremely capable. Stretch them and seek to remove fear of failure.
5. Recruiting a graduate can be a great way to develop existing staff. Where appropriate, give other junior staff the opportunity to line-manage or act as a Trusted Adviser.
6. Seek feedback from the graduate on your recruitment process and give them responsibility for attraction of other graduates or placement students.
7. Don't wait until appraisals to address poor performance, there should be no nasty surprises. Address any issues as soon as possible.
8. Engage graduate staff with clients, delivery partners and stakeholders at the earliest possible stage, consider giving them short placements where possible.
9. Celebrate their success! For example, plan a dinner with the MD for the 1st year anniversary.
10. Seek to provide variety by setting projects beyond their core role.