

Example of a graduate progression plan

Timescale	Work location	Supporting training programme	Review timetable	Salary increment
0 -3 months	Assigned first dept	Workshops 1 & 2: The Graduate at Work plus Planning & Organising		
3 -6months		Company induction at Cambridge HQ Plus Workshop 3: Project Management	Mid session review	
6 -9 months	Moves on to next Dept	Workshop 4: Effective Communication Skills	Full review	First salary increment
9 -12 months		Workshop 5 & 6: Presentation Skills and Effective Report Writing Plus – Outward Bound, experiential leadership course	Mid session review	
12 -15 months	Discuss new assignment which could be an international posting or special project	Workshop 7 & 8: Effective Meetings and The Role of a Manager	Full review	Second salary increment
15 -18 months		Workshop 9 & 10: Understanding Motivation and Working with Teams	Review assignment	
18 – 24 months	Established into long term position	Workshop 11: Influencing & Negotiating	Full review	Third salary increment
24 months	Fully effective team member	Basic training complete	Mainstream performance review process or fast track programme	Normal review process