

YOUNG PROFESSIONALS PROGRAM

Now, more than ever, it is critical to attract and retain individuals who have the desire and capability to lead your organization to long-term success.

By 2010, Gen X and Y will make up 50% of the workforce. While these individuals typically leave an organization within the first three years, they are more likely to stay if given the right developmental opportunities. It has been our experience that these generations present a unique set of challenges and opportunities to their managers.

We think it is critical for companies to:

- Prepare for the imminent generational shift by positioning themselves in ways that appeal to Gen X and Y employees
- Help young professionals thrive in their organizations and develop into future leaders
- Facilitate effective working relationships across generations

Vantage will partner with you to (1) set realistic expectations and foster the professional growth of a large, demanding and important population in your workforce—Gen X and Y, and (2) help managers work most effectively with this group.

Through our Young Professionals program, we will work with you to:

- Identify emerging talent, then engage and retain these young professionals—avoiding the high costs of turnover and the discontinuity that accompanies talent churn
- Accelerate development by helping Gen X and Y employees navigate through the learning curve, avoid preventable missteps, build networks, make an impact, grow their careers in your company and emerge as leaders
- Bridge the generation gap and address the unique challenges posed by this population
- Become known as the firm of choice with young professionals, thereby gaining a recruiting edge in a tight labor market
- Proactively stock the talent pipeline and position your organization for the future

Specifically, the Young Professionals Program is a customized, multi-faceted approach that incorporates assessment, feedback, development planning and training to address the needs of three distinct groups—managers, young professionals and Human Resource professionals:

- *Managers* benefit from attending training on how to deal with generational differences, create high-impact development plans and help their young professionals thrive.

- *Young professionals* receive an in-depth assessment of their strengths and development needs, one-on-one feedback and training on how to succeed and advance their career at the company.
- *Human Resource professionals* benefit from having the informal partnership with Vantage who will help customize and develop communication for the program, leverage existing internal resources and evaluate program effectiveness.

If you have questions about this service or wish to talk to references, please contact us directly at 312.236.9351 or info@vantageleadership.com.