GRADUATE EMPLOYABILITY SUMMIT

Employers + Universities - Essential Partners for Employability Success
September 11, 2018

About Petrus

We work with companies to support their understanding and interaction with **students and the higher education sector**.

We help our clients to deliver creative **communication and engagement activities**, build and animate internal and partner networks, deliver employer brand and recruitment campaigns, benchmark competitors, create lasting valuable partnerships and be visible with the right messages, online, at events, on campus, in the **media, with employees, worldwide**.

Kirsten Williamson, CEO & Managing Director

About Petrus

Petrus *creates innovative and impactful projects* that bring together companies, students and the global education community.

We enable young people to *fulfill their potential* by making the many exciting opportunities the world holds more visible and more attainable.

Speakers

KARIN TEGTMEIER

Coach and
Entrepreneur

6Way Coaching

PAUL BLACKMORE

Head of Student Employability
and Academic Success

University of Exeter, UK

CHANTAL DE BARRA

International Publications Editor
for Research

CEVIPOF, Sciences Po, France

QS WORLD UNIVERSITY RANKINGS™

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Karin Tegtmeier
6Way-Coaching

The SPEED Challenge

Volatile
The environment demands you to react quickly to on-going changes that are unpredictable and not under your control

Uncertain
The context requires you to take action without certainty

Complex
The environment is dynamic, with many interdependencies

Abiguous
The environment is unfamiliar outside of your expertise

The Meaning Challenge
Business is more than the bottom line

Strike-back of underestimated side effects
- climate change
- populist threat to global trade

…

« How can we stop creating situations that at the end nobody really wanted? How can we finally start creating a world in which people like to live in? »
Otto Scharmer, MIT

Employers' Expectations

Expectations	Skills
Volatile Quickly adapt to changing working environment, priorities and roles	• Open mind, non-judgemental, non-hierarchical • Easy relationship building, social skills • Speed
Uncertain Explore & act in uncertain situations	• Analytical skills • Experiential learning, short feedback loops (observe – analyse – act), tracking
Complex Co-operate in complexe and diverse systems	• Relationship and networking skills • Inclusive attitude, listening, informal information flow • People who have well performed in an international environment have proven skills here
Ambiguous Conclude and develop results in unfamiliar environment, managing the unknown unknown	• Drive conclusions and monitor them • Listening to unfamiliar field experts • Project management, result orientation, tracking

Competences

Competencies	Assumptions
Self-motivation (intrinsic), purpose-driven Why this job? Why this company? What do you want to add to the world? Biggest success and why?	• Drive, performance • Overcoming obstacles • Resilience
Self-awareness & Empathy Example of difficult situation, describing situation from several perspectives	• Awareness of self, others and situation • Take and feel into multiple perspectives → gain information and wider/deeper understanding • Open stakeholder dialogue, participation & mitigation planning
Emotional intelligence Conflict solving, lacking information in project,...	• Win-win problem solving • Acting towards best possible option, all things considered • Ego and risk management
Rigour, responsability, ethics	• Measure impact • Follow up • Address side effects

From Experience…
Difficult areas

Integration:

- Make technical knowledge tangible in a given context (organisation, T/Q/C etc.)
- Showing up vs. patience, acknowledge the system vs. change & speed, widen perspective, ego management

Taking on responsibility:

- Enthousiasm, inspiration vs. T-Q-C… tracking, reporting, reviews, meetings…

Difficult moments in a career:

- Cooperation & relationship building -> self-awareness & stakeholder management

    I never saw a project/ a person fail because of «technical» incompetence

Paul Blackmore

Head of Student Employability & Academic Success

University of Exeter, UK

Chantal Barry

Delivering Transferable Skills

International Publications Editor
for Research

CEVIPOF, Sciences Po, France

Consultant, Petrus Communications

Common Points in Programme Design

- Hugely interactive

- All based on a student 'challenge'

- All lead to student team presentations

- Two-way thinking in design: All input nourishes challenge and challenge reflects input (state of the art, issues in the thematic area, future vision, etc.)

- Designed to encourage student creativity, out of the box thinking, playing to their collective strengths

- Final presentation showcases all of that

"In the university they teach you the importance of your own knowledge, at the summer academy instead I learned the importance of the other people's knowledge. Working on a diverse group was the best way to solve a difficult challenge. I learned the importance of learning by doing."

Transferable Skills Focus

- Professional presentations
- Networking
- Teamwork/Project management
- Diversity/Intercultural

"It will help me in my future group projects to be more efficient and stay on topic. It will also help me gain confidence in applying to internships as well as networking."

"The summer academy has been one of the most important step of my life: before participating, I had never worked in team with people so different from me and I understood I had a lot to learn. I discovered to have limitations I did not think to have: once I got back home I applied for a 2 years long student exchange abroad and I did it thanks to the summer academy that pointed out my weaknesses."
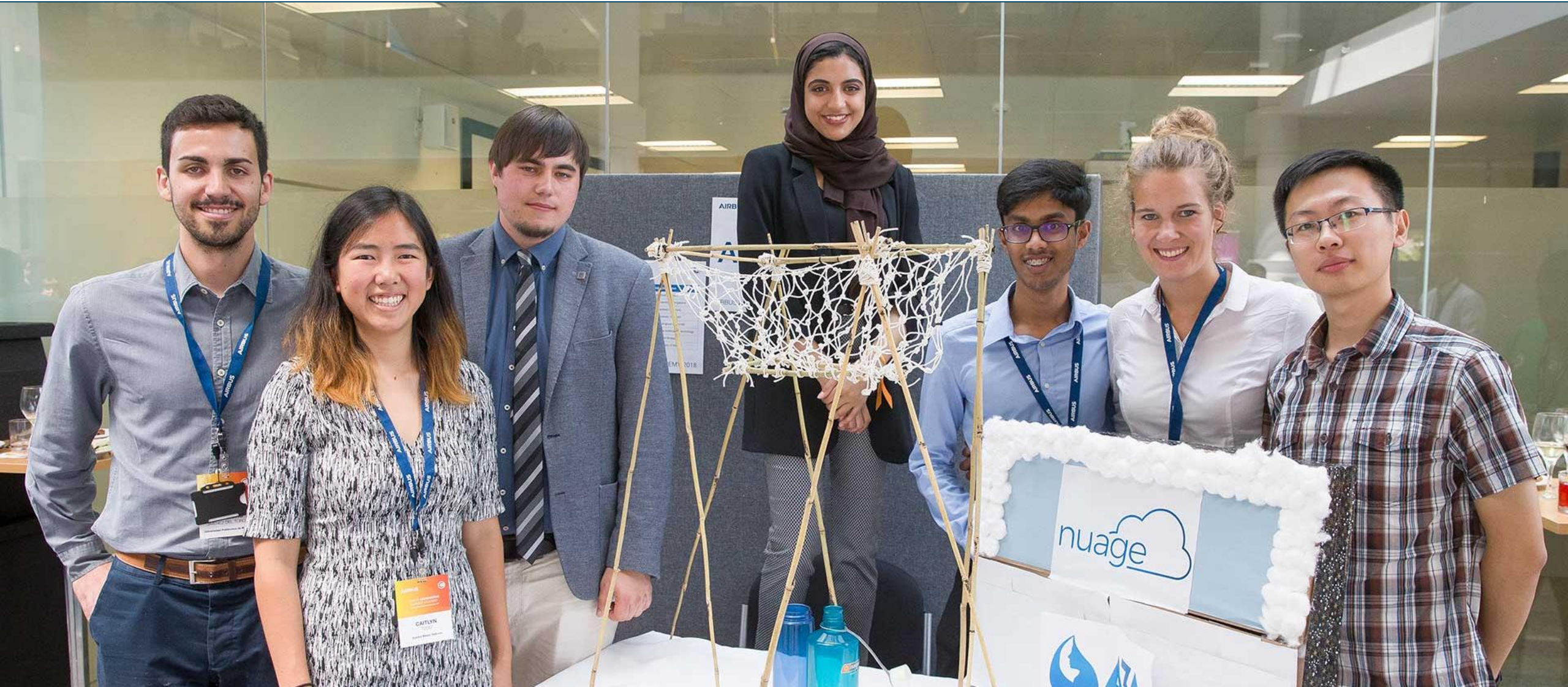
Professional Presentations

Networking

Teamwork / Project Management

Diversity / Intercultural Skills

Kirsten Williamson

CEO and Managing Director
Petrus Communications

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Thank You