

Ibec Academy Tailored Graduate Development Programme

Including a TU Dublin CPD
Diploma in Professional Competence



Tailored Graduate Development Programme

Empowering the Workforce of the Future

Research shows that for graduates to thrive in today's workplace, they need clear career direction, strong managerial support, and the ability to build communication skills and resilience.

At Ibec Academy, we understand that graduates are values-driven professionals who seek a strong work/life balance while making a meaningful impact in their careers.

With over 35 years of experience in graduate development, our Graduate Development Programme is designed to equip participants with the essential skills to succeed. Tailored to meet your business needs, the programme is accredited in partnership with TU Dublin, providing professional development qualification for your graduates.



Why choose Ibec Academy?

Real-World Business Impact

Graduates work on a live business project, applying their skills in a practical setting and gaining hands-on experience that directly benefits their career growth and the business



Comprehensive Skills

The programme develops key competencies in leadership, communication, resilience, commercial awareness and work ready skills, with additional training available for managers to help them manage and lead the graduates in their teams



Professional Qualification for your People

Graduates receive a recognised university award from TU Dublin, that enhances their career prospects



Future Leadership Roles

We work with you to ensure the programme design reflects business priorities, positioning your graduates for future leadership roles



Build your Employer Brand

By offering a structured graduate programme, we help you to build your employer brand among graduates



Key Areas of Development

Commercial Awareness



Understand the broader business landscape, hybrid working and market dynamics

Leadership & Decision-Making



Build confidence to take the initiative and lead with impact

Communication & Collaboration



Strengthen interpersonal skills for workplace success and strong relationships

Time & Performance Management

Enhance efficiency and effectiveness in professional settings



Resilience & Growth Mindset



Develop self-awareness, adaptability, and emotional intelligence

Strategic Thinking & Innovation



Learn to solve problems and drive organisational success

Diversity, Inclusion, AI & ESG



Stay ahead with emerging industry trends

Benefits

Benefits for Employers



Develop high-performing talent with the skills needed to drive your organisation forward



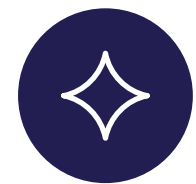
Enhance retention and engagement by investing in graduate career growth



Gain tangible business impact through project-based learning and real-world application



Foster a culture of innovation and leadership within your teams



Align programme learning with your company's unique culture, values, and business needs

Benefits for Graduates



Build confidence and a strong foundation for career progression



Enhance commercial and strategic acumen for real-world business success



Strengthen leadership, communication, and interpersonal skills



Gain a new qualification in areas critical to every business from TU Dublin



Build your key strengths through personality profiling and feedback



Apply the learning in a real way with personal development plans

Programme Schedule



Module 1: Professional Competence/ Commercial Awareness

Understand the fundamentals of strategic planning

Tools for strategic planning

Practical strategies that work

Developing insights and tools to build awareness in these key areas

Esg and its impact today

Understand the priorities within the business



Module 2: Leadership

Personal style of leadership

Building your strengths

Power and values when leading others

What kind of leader are you?

Leadership in today's world

AI and its impact and potential

Peer coaching



Module 3: Communications & Influencing

Your style as a communicator

Practical approaches to communication and understanding human behaviour

Insights into power and influencing others

Being heard and building empathy

Emotional intelligence



Module 4: Team working

Practical approaches to team working

Getting the best from others

Your own style when working with different personalities

How to become a high performing team

Stages of team development

Contributing to a high performing team



Module 5: Project Management

Fundamentals of project management

Tools for project management that really work

Your approach to projects

Key skills to build

Action planning.
Key do's and don'ts



Module 6: Performance & People

Understanding how and why people perform as they do

Maintaining your energy and drive

Personal performance drivers and planning for success

Differences in others and getting the best from those you work with

Building on your key strengths

Programme Schedule



Module 7: Time Management, Assertiveness & Conflict

A practical time management approach that you can apply

Prioritising and building a results focus in how you work

Assertiveness and handling conflict

Adapting your style to the person and situation

Focusing on building relationships and collaboration



Module 8: Motivation

Approaches to motivation and how to apply them

Identifying key motivators and demotivators

Understanding individual differences

Getting the best from yourself and others

Motivation in a hybrid world



Module 9: Presentation Skills

Developing powerful presentation skills

Designing your presentation for maximum impact

Adapting your message to ensure it makes an impact

Building your own style as a communicator



Module 10: Financial Skills

Understanding fundamental accounting concepts

Cash flow and P/L

Reading the figures and what they mean in a real way

Gaining confidence in this key area of the business



Module 11: Decision Making

Approaches to decision making

Understanding human behaviour in this area

Identifying your personal style

A toolkit for making decisions in the future

Making decisions among hybrid teams



Module 12: Self Awareness

Personality profiling to identify your strengths

Self awareness and building confidence

Building your style based on strengths

Attitude and developing resilience

Diversity and inclusion

Assessment:
**Exam 60%, Project 30%,
Learning journal 10%**

Business Improvement Project

Individual Assignment

Work on a real project from within the business, applying the learning and suggesting a way forward.

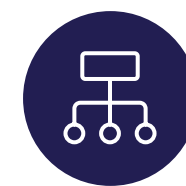
Assessment:
Open/Closed Book Exam 60%

Project:
(3,500-5,000 Words) 30%

Learning Journal/Personal
Development Plan: 10%

Case Study: Business Improvement Project in Action

Benefits to the Business



Provides senior management with insights into how those in their early careers would look at a current challenge, suggesting a new way forward.



Fosters innovative thinking, enhances problem-solving within the organisation, and equips graduates with practical skills to identify and implement impactful business improvements.

Benefits to the Graduate



Engaging with real scenarios builds confidence, sharpens collaboration skills and fosters a proactive mindset—essential qualities for professional growth and leadership in any organisation



Develops problem-solving, analytical, and strategic thinking skills, while gaining real-world business insights and confidence in driving improvements.

Customers we work with



Customer testimonials

Our 2-year Graduate Programme nurtures talent, fosters fresh perspectives, and builds a pipeline of future leaders. A key element is the 6-month Ibec Diploma in Professional Competence, which broadens graduates' business and leadership insights, equipping them with the skills and knowledge to transition into more expansive roles.

Anne Smith
Group Head of Talent
Lakeland Dairies



We really value the partnership that we have formed with Ibec Academy to develop forward-thinking and inspired graduates. It has been an incredible benefit for our graduates from networking with their fellow CRH colleagues to developing key management skills, all the while being guided by seasoned experts from Ibec Academy.”

Aoife Newman
HR Graduate Manager
Roadstone Ltd.



The Diploma in Professional Competence really helped to develop the skills it takes to become an effective leader. As a result of these learnings, I now have the confidence to influence others as well as being able to understand how to reach objectives.

Alvin Johnson
Production graduate
North Cork Creameries



We have enjoyed working on several programmes with Ibec focused on professional development at various levels, from our graduates to managers. The course customisation and consultations ensure that we are targeting competencies and skills that are aligned with our values and business objectives and delivered in a meaningful way to our team.

Taylor Hanson
Training & Development Coordinator
Glenveagh Properties



Meet the team



Fintan Ryan

Senior Ibec Academy Facilitator
& Executive Coach

With 30+ years of experience designing and facilitating graduate training programmes, Fintan delivers challenging, inspirational, and results-focused sessions. He emphasises applying learning, building action plans, and boosting confidence.

As Programme Director for the Ibec/TU Dublin Diploma in Professional Competence, he specialises in early-career leadership development. He has worked with elite rugby, football, and hurling teams



Matthew Tye

Senior Ibec Academy Facilitator

Matthew, with extensive industry experience, transitioned from operational management to learning and development, joining Ibec in 2007. He has a strong reputation for delivering impactful graduate programmes.

Known for challenging early-career professionals, he helps them build on strengths, unlock leadership potential, and achieve breakthrough results through insightful questioning and tailored development initiatives.

Elevate Your Graduate Talent

Partner with us!

Let's design a programme that aligns with your business needs and empowers your graduates.

Contact us today to discuss how Ibec Academy can support your organisation in developing the next generation of leaders.

Email

Neil.Butler@ibec.ie

Alexandra.Racheru@ibec.ie

Call (0)1 605 1645

www.ibecacademy.ie

