



CUSTOMER STORY

St. James's Place: Early Careers Induction Week



“Anything we deliver face to face, we can do virtually.”

You'd be forgiven for receiving this sentiment with a level of scepticism, however that scepticism would have been unfounded when Grahame Robb and his team stepped in to support the Early Careers induction week.

On Monday 28th September 2020, St. James's Place Wealth Management virtually opened its doors to welcome their annual intake of young people joining the Early Careers programmes. The group consisted of 16 Apprentices, 9 Graduates and 5 year-placement students, a keen and enthusiastic group of incredible talent, but understandably nervous and apprehensive at the same time. Ordinarily, the induction week would be in the form of a residential, however, Covid-19 put a stop to that! Undeterred, the Early Careers team decided to push ahead with running a virtual week of activity instead. With the aim to provide the best possible introduction to the business, laying the foundations for the start of a successful career.

To deliver a virtual week of induction was definitely unknown territory, however, working in collaboration with Grahame Robb Associates (GRA), this was easily achieved. The variety of sessions covering topics such as Self and Team Awareness and Personal Branding, were thoroughly engaging and were a perfect complement to our internal sessions. The opportunities for interaction and building relationships were endless and a theme throughout the week, often underestimated but so important for this group of young people, all of whom have been impacted as a result of the pandemic. The pre-work and the inclusion of Belbin was a particular highlight and provided a solid basis for individuals

to understand themselves better and the roles they play within a team. Group activities comprising of origami and the plank – yes, the plank! – were unforgettable moments and unrivalled in terms of enabling the group to work together, get to know each other and ultimately have some fun!

“I had only heard positive remarks about GRA prior to attending this course, so I was not surprised by the quality of the training that was delivered.”

AMY JOHNSON

SJP Apprentice

Were there slight technical glitches? Yes. Did this impact the delivery? Absolutely not! Any of the dreaded IT interruptions were discreetly and professionally overcome, a real credit to GRA's Producers Andy Norton and Matthew Campbell for their exceptional calmness and never-failing composure.

For the grand finale, the group were treated to an inspirational speaker session by Hugo Picard, where they heard about the trials and tribulations of being at sea and sailing around the world with amateurs in the Clipper Round the World Yacht Race. This session was really insightful and a perfect illustration of why teamwork is so important, the video footage was truly exhilarating and although on mute, the gasps could be heard! A perfect end to a very successful week.

“I thought it was outstanding! The staff have been amazing, really knowledgeable and used activities to highlight the evidence behind the models.”

ANNA KILMARTIN

SJP Graduate

**“Thank you Grahame and team,
we couldn't have done this without you!”**



ST. JAMES'S PLACE
WEALTH MANAGEMENT