



## Intern, Analyst & Associate Solutions For Financial and Professional Services

*VIRTUAL or IN-PERSON*

Proud to serve 25+ repeat clients from small firms to the world's largest!

How can we support your success for future and emerging talent?

Our facilitators have **direct experience** working with **Interns & Graduates** across the Americas, EMEA, & Asia-Pac

### Our team of experts can also...

- ✓ Build a cohort curriculum
- ✓ Enhance your internal design & delivery
- ✓ Oversee group projects & challenges
- ✓ Develop customized training programs

### Hiring and Retaining Talent

Evidence-based interview techniques, training, and evaluation tools to help identify, hire, and retain top performers.

### Team-Building and Interactive Business Simulations

40+ activities including community service programs to build skill in communication, change, and project management, plus simulations and on-line modules to increase business acumen.

### Projecting a Professional Image

Strategies for improving word choice, voice and visual cues and enhance professional image and brand. Deliver personalized networking "elevator pitches."

### Influence and Effective Communication

Improve interpersonal effectiveness through research-based style models (DiSC, MBTI, Social Styles), Influence & Versatility skills.

### Managing Up and Across

Maximize individual performance while creating ownership, with the support needed for success.

### Presenting with Impact

Elevate presentation skills utilizing design tools, audience analysis, delivery techniques, and group or 1:1 coaching.

### Career Navigation & Planning

Develop personalized career plans leveraging skills and motivators to maximize value while planning for the future.

### Conflict/Issue Management

Strategies for handling conflict professionally and effectively among peers and colleagues at all levels.

### Group Research & Problem Challenges

Excellent way to evaluate talent while creating tangible value. Cohorts work together to research a topic, develop recommendations, and present findings. We can assist with project selection, program structure, kickoff, and presentation process.

### Mentor/Mentee Training and Teambuilding

Instill engagement and mutual accountability for transformational mentorship. Thought leadership on a matching process and virtual or group mentoring available.

**Gilman Performance Solutions, Inc.**

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