

# your future



## Your opportunity

No matter what your role, we're committed to giving you the training and support you need to succeed.

### Your manager

Your manager will be an important source of guidance. They will support you, enabling you to meet your objectives.

### Our buddy scheme

We offer a buddy scheme to help new joiners settle in. Your buddy will be a colleague from a different office who will be a sounding board and mentor during your first six months with Proco.

### Proco Huddle

Proco Huddle is our group training programme which consists of monthly 'Lunch & Learn' sessions locally and group Q&As with experts across the business via video conferencing.

This approach to learning provides the perfect combination of a classroom-based session to fully understand our recruitment processes and more informal opportunities to have Q&A sessions with the best performers and managers in the business.



## **Onboarding programme**

Our group onboarding programme means that everyone joining our business has a comprehensive plan to help them adjust to the company culture and our specialist recruitment work.

At the end of your training, you'll be invited to make a presentation to a member of the management team and the executive board, giving you the opportunity to showcase your knowledge and get feedback from our senior leadership team.

## **Future Leaders Programme and executive development**

All members of our management team are enrolled on our highly successful Future Leaders Programme. Delivered by an external consultant, the team attends a two day course to develop and hone their leadership skills.

This is combined with a 360 exercise and follow-up coaching sessions throughout the year to ensure our leaders are the best in the industry.

## **Personal development plan**

Everyone within Proco has a personal development plan based around their career path and values framework. This will highlight the areas where you'll need to develop your skills and where the company can support you.



# think you've got what it takes?

Find out what Proco can bring to your future.  
Talk to us today.

[apply now at weareprocogroup.com](https://www.weareprocogroup.com)