

Stretch projects

Stretch projects are about creating learning and development opportunities in the day job designed to stretch graduates, such as taking on additional responsibilities, projects, research or presentations.

Exactly what this looks like will vary from role to role.

- You have a talented and driven high potential graduate who can take on more work and opportunity
- You have extra work that you want some talented resource to deliver
- You have a one-off piece of work that needs to be picked up
- You have some great internal people they can learn from
- You want to stretch and challenge a graduate to do their best
- You are keen to ensure that they have real, tangible, impactful work to do
- You want to encourage continuous improvement and learning
- You want to encourage innovation and generate new ideas
- You are thinking of employing them on a permanent basis at the end of their rotation– this can serve as an excellent test of their longer term potential

Examples include giving a graduate:

- Additional or new responsibilities in their current role
- A role in a new project team or the lead on their own small project
- Challenging them to identify and implement efficiencies or improvements to quality
- Ask them to conduct and produce market or academic research on leading edge practice in your industry and how it might be applied
- Getting them to produce or deliver presentations internally or to clients/ customers
- Joining a firm-wide transformational or product design project team
- Training another member of the team