

G10 ASSOCIATES PROGRAM

Building Next Generation Talent

genesis10[®]
Accelerate Innovation with Talent

The G10 Associates Program provides a national talent pool for our clients to build a next-generation pipeline, reduce consulting rates, and decrease turnover.

The program is designed to provide our clients the high-performing, cost-effective talent needed to support ongoing business growth, technology implementations, and address the attrition of retiring experienced workers. **Our innovative solution:**

- ▶ Places recent, high-achieving graduates from the nation's top schools in associate level business and technology roles
- ▶ Provides a hands-on, supportive environment, customized training and mentoring, and ongoing performance feedback
- ▶ Enables Associates to contribute immediately to business and technology projects
- ▶ Facilitates a smooth and successful transition from academic to corporate environments
- ▶ Improves retention rates

RECRUITING PROCESS

Year round on-demand access to high-caliber junior talent. We recruit Top 10% of Management, Finance, Communication, Computer Science and MIS degrees

1 RECRUITING

Work with universities to identify and attract top talent through job posting, career fairs, information sessions and on-campus groups. Universities are selected based on national program ranking, relevant curriculum and prior graduate experience.

2 CAPABILITY SCREEN

Initial evaluation of candidates based on education, communication, work experience and organizational fit.

3 BEHAVIORAL INTERVIEW

In-depth interview to gather key competencies and experiences necessary to be successful as a G10 Associate consultant. Evaluate candidate's online presence.

4 CLIENT ALIGNMENT

Account team and G10 Associates Program representatives align candidates based on client need.

★ CLIENT INTERVIEW

WHY G10 ASSOCIATES PROGRAM?

Build Next Generation Talent

- ▶ Incorporate high-potential talent while limiting the burden to existing managers
- ▶ Support culture change within departments or teams
- ▶ Ensure cultural fit, flexibility and cost savings compared to traditional internship or full-time hiring

Bridge Skills Gap

- ▶ Customized training, tailored in collaboration with the client, ensures graduates show up work ready.
- ▶ Accelerated time to contribution through ongoing mentoring and coaching on the job

Keep Pace with Business Growth

- Business opportunities are often unexpected. The G10 Associates Program helps leaders respond to growth:
- ▶ Rapid deployment of hand-picked talent – often in fewer than 4 weeks
 - ▶ Free up high-value experts by reassigning lower level tasks to next-generation talent

440+

College Graduates Placed

300+

Established Relationships with College & Universities

50+

Partnered Clients



Launched in 2010



Active in 7 markets



Trained and placed Business Analysts, Data Analysts, Project Managers, .Net Developers & Quality Analysts

CLIENTS USE THE PROGRAM TO ADDRESS:

- ▶ A dramatic increase in workload
- ▶ Challenges filling roles with new business process or niche skills
- ▶ The need to build out and retain new capabilities in the business in a cost effective way
- ▶ Difficulty filling entry level positions – open for more than 90 days
- ▶ Desire to infuse new energy and ideas
- ▶ High turnover in specific entry level roles



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