

International Trainee Program (on the job)

Orientation/ onboarding phase

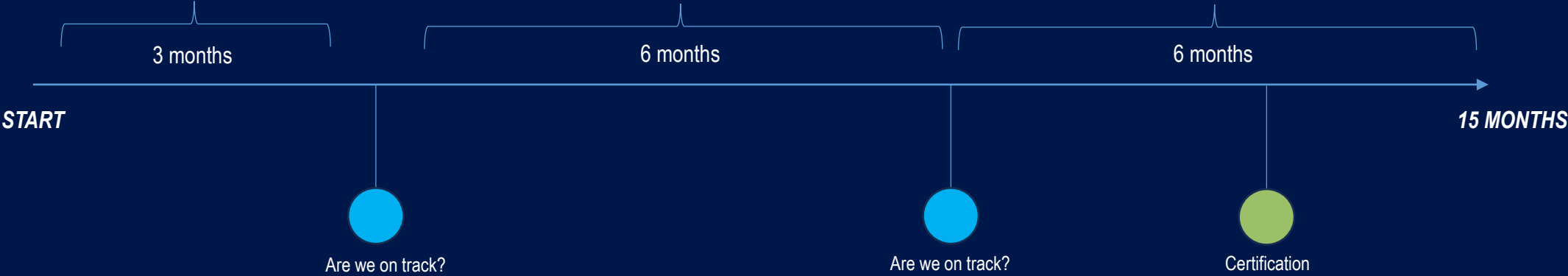
- Orientation week in Weingarten
- Start in local subsidiaries – get to know people, teams and organization
- Start-Up Seminar in Weingarten
- Classroom training and first insights into departments (Internal Sales locally)
- Understanding strategy
- Trainee Jour Fix + Coaching in place

Focus phase Sales/ Finance

Sales – Training on the job	Finance – Training on the job
First customer meetings	Introduction to financial markets and instruments (Accounting)
Sales pitch	Financial accounting principles and practices (Accounting)
How to prepare for customer meetings?	Preparation and analysis of financial statements (Controlling)
How to be in customer meetings	Corporate finance and capital budgeting (Corporate Finance)
Acquisition of customers	Risk management and financial derivatives foreign exchange (Treasury)
Understanding local strategy	Cash management and liquidity analysis (Treasury)
Learn about customer structure	Managing of banking relationships (Treasury)

Deep dive/ shaping phase Sales/ Finance

Sales – Training on the job	Finance – Training on the job
Build your own network in Sales (Partner, Vendor, contact person in company)	Internal Auditing – identifying areas for process improvement (optional)
Sharpen your Sales profile – what is needed (Acquisition, Presentation, Events,...)	Regulatory Affairs – understanding financial regulations, understanding compliance topics, learn about monitoring (optional)
International experience	
Learn about Marketing and Services	Deep dive Treasury or Accounting
	Project Management (Operational Excellence, Cross-border project management, International Business)
	P&C, Corporate Strategy,...



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Focus phase Sales/ Finance

Sales – Training off the job	Finance – Training off the job
Basics: System landscape Financial calculation Pitch Approach, negotiation Lifecycle Management – Business Model understanding Remarketing Classrooms Jour Fix for exchange Softskill training: Business Knigge Presentation Skills Communication Skills	
Individual Coaching approach (agile method)	

Deep dive/ shaping phase Sales/ Finance

