

## **Fujitsu Services - Graduate development programme**

### **Client**

Fujitsu Services is a leading provider of customer-focused IT and communications solutions for the global marketplace. Each year Fujitsu recruits about 75 graduates onto its modular development programme.

### **Client's objectives**

- Enable the graduates to get to know each other quickly on the first day with the company, at the start of their development programme
- Introduce graduates to the challenges of working under pressure as a high performing team

### **What we did**

The **Innovation Factory** activity was used to explore the three levels of responsibility of working as a team; as an individual contributing ideas, as a small group working as a cohesive unit and as a whole group delivering the overall task.

The event provided a high energy introduction to the induction programme and enabled the group to get to know each other and underlined the importance of effective teams.

The graduates found the Innovation Factory fun and accessible and it ensured that positive relationships between them were formed immediately.

### **Five years**

The Innovation Factory has formed a key part of the Fujitsu induction programme for the past five years, demonstrating the value that this activity brings to the training, retention and motivation of its new graduates.

### **Testimonial**

"Thank you very much for your contribution to making the Fujitsu Services Graduate Induction a great success. The Innovation Factory was a perfect combination of teambuilding from both a learning and a "fun" perspective and helped really break the ice for this group of people brand new to the organisation and, in most cases, to working life."

**Rachel Rose, People Development, Fujitsu Services**