

# Supporting People Leaders to support Graduate learning

74% of managers and business leaders reported that they find Gen-Z more difficult to work with than other generations (Forbes, 2023). But, with the right training and support, you'll empower your managers to lead their graduates in a professional, confident and empathetic way.

## Workshops: Upskilling for graduate line managers and mentors

Leading graduates and interns requires a unique set of skills, particularly for those new to leadership or managing Gen Z talent.

Brightworks offers five targeted, 90-minute workshops, designed to equip your People Leaders with the tools to lead and manage your early talent with professionalism, confidence and empathy:

### People Leader Workshops

#### Leading graduate talent

**Understand:** Gen Z's needs, motivations and values along with their own leadership style

**Learn:** how to problem-solve for specific, relevant scenarios, work as a management group to produce solutions, and plan an approach for managing interns and grads



#### Effective feedback

**Understand:** feedback & career coaching techniques that ensure grads' longevity within the organisation

**Learn:** skills to foster effective grad-manager relationships, and deliver constructive feedback that promotes grads' development



#### Nailing your 1:1

**Understand:** the value of 1:1s as a key tool for development

**Learn:** top tips for structuring an effective 1:1 session with their grads, and how to build a trusting environment in their 1:1s



#### First time leaders

**Understand:** the distinction between contributing vs managing, and the specifics of leading early talent

**Learn:** how to successfully transition from individual contributor to People Leader, and identify their leadership style and preferences



#### Leading and managing

**Understand:** the elements of leading and managing, and when to lead vs manage their grads

**Learn:** how to apply the elements of delegating, trust building, coaching, motivating, inspiring and accountability.



## Case Study: People Leader Training

Brightworks was engaged by a state energy distributor to train over 40 graduate managers and

**supervisors** responsible for developing early-career engineers.

- 100% of leaders achieved the learning objectives
- 100% of leaders said it was a valuable use of time
- 95% of leaders said the training addressed the needs of their role
- 100% of leaders will apply the learning
- 100% of leaders gave a positive rating for facilitation
- The training achieved an overall NPS score of 47.

## **Our Approach: Why These Results Matter**

These results reflect our deep understanding of organisations and their employees. We take a strategic, tailored approach, adapting content, activities, and real-world examples to ensure maximum relevance and impact across different industries and specialties. By working closely with our clients, we optimise learning, engagement, and the long-term success of early talent programs.

**This flexible and responsive approach ensures that all graduates and People Leaders, regardless of their field or experience, receive the support they need to thrive.**

# Brightworks: Your strategic partner in early careers

We're a specialist team, dedicated to helping our clients realise the full potential of their early career strategies by empowering them to attract, develop and retain emerging talent in the workplace. Brightworks is a 2024 AAGE Industry Partner Finalist.

## Who are we?



Brightworks is the only strategic early careers consultancy in Australia that supports all stages of the emerging talent lifecycle.

We exist because we believe in the impact of early career talent. After 15 years in the industry - managing graduate programs in the corporate sector and internship programs in the university space - our founder, Lou Zoanetti, started Brightworks to reimagine the early careers landscape.

Now, we're on a mission to empower all employers to create innovative and engaging early career programs. Programs that not only capture the very best emerging talent but also drive significant business results. This vision has shaped our approach and our team.

**A new era of early careers**



We're not just another consultancy that drops off a report and disappears. We know that your organisation and your early talent are unique – a one-size-fits-all approach simply won't cut it.

That's why we become strategic partners, creating tailored strategies that align with your early career goals, and broader People and Culture strategy. Our focus on supporting emerging talent throughout their lifecycle means we're with you every step of the way, from program strategy design and recruitment, to development, preboarding and retention. **Partnering with us means tapping into the potential of Gen Z talent, ensuring your organisation is future-ready.**

## Your team of experts

Curious to see the talent behind the scenes? Here's the team of experts who will be partnering with you to develop your future leaders. From experienced Gen Z facilitators to consultants with 15+ years of early career development experience, we'll help you deliver a development program with real results.



**Lou Zoanetti**  
Founder &  
Managing Director  
VIC



**Jen Williams**  
Head of Client Delivery  
VIC



**Emily Cotterill**  
Senior Consultant  
QLD



**Kelly Mann**  
Consultant  
VIC



**Tayla Burrell**  
Consultant  
VIC



**AJ Hodgson**  
Organisational  
Psychology Consultant  
NZ



**Michael Walter**  
Development Facilitator  
VIC



**Reece Wheelhouse**  
Development Facilitator  
VIC



**Amritha Mani**  
Development Facilitator  
NSW



**Sanna Rissanen**  
Development Facilitator  
NSW



**Jasmin Ward**  
Development Facilitator  
WA



**Kate Peardon**  
Development Facilitator  
QLD



**Ally Hunter**  
Development Facilitator  
QLD

## Trusted by



**THIESS**

 **MONASH  
BUSINESS  
SCHOOL**

 **auroraenergy**

 **CITIPOWER**

 **Powercor  
AUSTRALIA**

**Built.**

 **AEMO**  
AUSTRALIAN ENERGY MARKET OPERATOR

 **LA TROBE  
UNIVERSITY**

 **JARDEN**

 **REA Group**

 **LDB**

**border  
express**  
*committed to deliver 100%*

**Tabcorp**



 **ACS**  
AUSTRALIAN  
COMPUTER  
SOCIETY

**KING & WOOD  
MALLESONS**

  
**Australian Government**  
Department of the  
Prime Minister and Cabinet

 **BDO**

## Next steps

Thank you for considering Brightworks as your partner in enhancing the capabilities of your People Leaders. We're excited to help you strengthen your program, unlock your leaders' potential, and maximise the return on your graduate investment.

If you'd like to explore how our development solutions could work for your People Leaders:

- **Step 1:** Book a quick call with our team.
- **Step 2:** We'll work with you to map out the best solution for your goals.
- **Step 3:** Lock in your rate and get started.

If you're ready to take the next step, let's make it happen!

[Schedule Your Call](#)

P.S. Don't see a time that suits? Send us an email at [hello@brightworks.net.au](mailto:hello@brightworks.net.au) and we'll organise an alternative time.

*"I have had the privilege of collaborating with the team from Brightworks for an extensive annual graduate program. **The team's intelligence, dependability, creativity, and affable nature make them not only outstanding partners but also a joy to work with.** I highly recommend Brightworks – they truly **embody excellence in early careers***

*consultancy."*

- Ainsley Burns, Early Careers Lead -

**JOHN**  
**HOLLAND**