



Danish Crown

Global Graduate Programme

Graduate Programme Event, October 31st 2019

The goal is to create a pipeline of future business, production and project leaders, who have a broad understanding of our entire value chain and business units



Characteristics of a future graduate

- Well educated at either BA or MA level
Your grades are not the most important
- Work experience
E.g. student job, internship or relevant part -time job within e.g. service, research or analysis
- Leadership ambitions
- Motivated to pursue a career in a large international organization, where global mobility is a necessity



Two tracks

Business Leadership
&
Production Leadership



Business Leadership

Profile: general management (support the business)

Education: international business, finance, marketing, sales, IT, engineering, etc.

Rotations: 1 in production/supply chain, 2 in business functions + 1 abroad

Position after GP: business functions e.g. marketing, business excellence, finance, sales, etc.



Production Leadership

Profile: production management (support the production/need of new skills in production)

Education: engineering, animal/food science, business, etc.

Rotations: 2 in production, 1 in business function + 1 abroad

Position after GP: production functions e.g. LEAN, technical roles, project manager, production excellence, logistics, supply chain, optimization, etc.



Timeline



Professional and personal development

- Mentor meetings
- Personal Development Plans
- One-to-one meetings
- Close network with fellow Graduates
- Four training modules



Training during the programme

Training module 1

- Project Management, part 1
- Communication & Presentation training
- Group Strategy & Business understanding
- How to Solve & How to Slide
- My Leadership Story

Rotation 1
3 days

Training module 3

- Project Management, part 3
- Production Excellence with case work
- Supply Chain with case work
- My Leadership Story

Rotation 2
3 days

Training module 2

- Project Management, part 2
- Feedback training
- Team dynamics & DISC workshop
- My Leadership Story

Rotation 1
3 days

Training module 4

- Project Management, part 4
- Leading others (pre -leadership training)
- Two hours with Group CEO, Jais Valeur
- My Leadership Story

Rotation 3
3 days



Dashboard development

Sales department at Danish Crown Beef

Purpose

- Improve Beefs sales reporting capability.

Deliverables

1. Reinvent/implement new master data structure for products and customers.
2. Design, build and implement dashboard solution for management.



Raw materials &
Products



Meetings &
presentations



“Detective”



Deskwork



Complexity Management

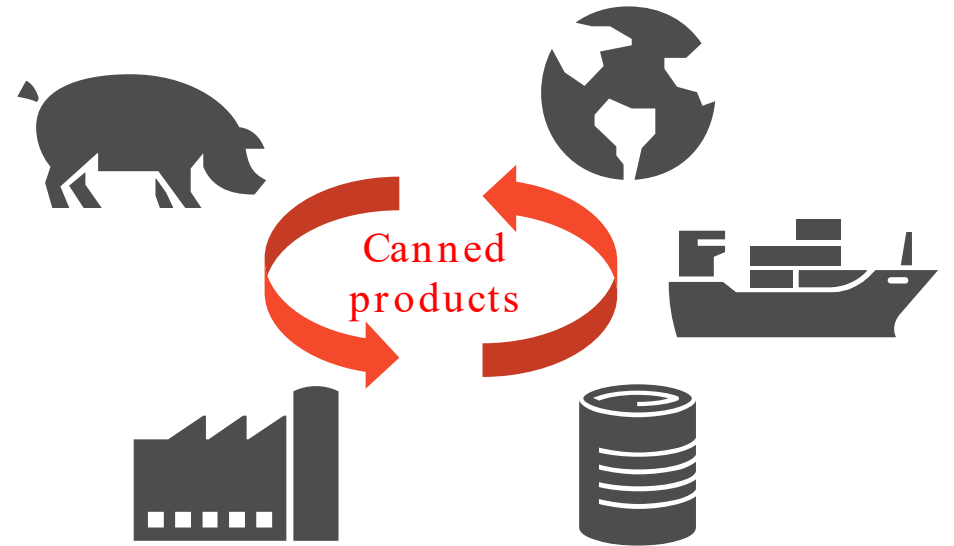
P&SC department at Danish Crown Foods

Purpose

Establish process for complexity mtg. at Foods

Deliverables

1. Define good vs. bad complexity + KPIs
2. Map complexity funnels for factories.
3. Develop tools for SKU management.
4. Facilitate complexity review processes.



Complexity is everywhere!



Recruitment process

Application window: **January 1st – March 8th 2020**

1. Send application, CV and diploma (www.danishcrown.com/graduate)
2. First interview with English test and problem solving test (March-April)
3. Second interview with Hogan test (March-April)
4. Assessment Centre with casework (May, 5th – 6th 2020)

Start in Graduate Programme September 1st 2020





Danish Crown

Thank you.