



Chartered Accountancy Programme

Project Objectives

This programme was developed on the back of an initiative within this investment bank, which looked at the chartered accountancy graduate training programme.

This three year training programme is specifically designed to take the top 25 participants from around South Africa into investment banking and create a model of excellence for the future of the bank. This programme is specifically designed to introduce participants to a range of leadership, communication, influencing, and team excellence skills. Each of the participants would go from this programme onto placements in Sydney, London and Johannesburg.

It was a requirement of this programme that they demonstrate the skills in a much wider format particularly within the areas of private banking, private equity and front-office trading.

Strategies, Tactics and Skills

Our approach was to design a highly experiential programme which focused individuals away from intellectualising and theories. This programme was therefore designed and based around the models of awareness in the demonstration of the Gestalt cycle. In this process participants were invited to consider the relationship between thinking, behaviour, and emotion. The programme is structured over a five-day period.

Results and Evaluation

At this point there have been two Cohorts that have completed the programme. Both cohorts have reported excellent results from these programmes. It is therefore expected to expand the delivery of this programme to groups coming through in 2013 and beyond.

The client's response to Berkshire's intervention is that it has proved invaluable. It is the only professional development intervention in the whole three years of the C.A programme and therefore is considered essential in their leadership and personal development.

Feedback is carried out electronically and is monitored internally by their learning and development department in Johannesburg, we have no visibility of that information.