

# International Trainee Program

Step into your future and shape what's next.




## Orientation/ Onboarding phase

### Sales & Finance: Training off the job

- Basics:
    - System landscape
    - Financial calculation
    - Pitch approach, negotiation
    - Lifecycle Management (Business Model understanding)
  - Softskill training:
    - Business etiquette
    - Presentation skills
    - Communication skills
  - Expert Classrooms
  - Jour fixe for exchange
  - Individual coaching (agile method)
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- Orientation week in Weingarten
  - Start in local subsidiaries: get to know people, teams, and the organization
  - First insights into local departments
  - Understanding our strategy
  - Coaching in place

## Focus phase Sales/Finance

### Sales: Training on the job

- How to prepare for customer meetings
- How to participate in customer meetings
- Acquisition of customers
- First customer meetings
- Sales pitch
- Understanding local strategy
- Learn about customer structure
- **Visit abroad** to work on Sales & Marketing related project 

### Finance: Training on the job

- Introduction to financial markets and instruments (Accounting)
- Financial accounting principles and practices (Accounting)
- How to prepare for customer meetings
- Preparation and analysis of financial statements (Controlling)
- Corporate finance and capital budgeting (Corporate Finance)
- Risk management and financial derivatives foreign exchange (Treasury)
- Cash management and liquidity analysis (Treasury)
- Managing of banking relationships (Treasury)
- **Visit abroad** for a deep-dive into central functions 

## Deep dive & shaping phase

### Sales: Training on the job

- Build your own network in Sales (partners, vendors, contact persons in company)
- Sharpen your sales profile – what is needed (acquisition, presentation, events, etc.)
- Learn about services

### Finance: Training on the job

- Internal Auditing – identifying areas for process improvement (optional)
- Regulatory Affairs – understanding financial regulations, understanding compliance topics, learn about monitoring (optional)
- Deep dive into Treasury, Accounting & Global Operations
- Project Management (Operational Excellence, Cross-Border Project Management, International Business)
- Learn about Internal Audit, Regulatory Affairs, Project Management & Corporate Strategy

Are we on track?

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certification

15 months