

International Trainee Program

Step into your future and shape what's next.



Orientation/ Onboarding phase

Focus phase Sales/Finance

Deep dive & shaping 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)

- 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

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

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?

Are we on track?

certification

15 months