



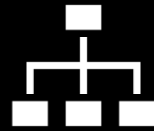
GRADUATE PROGRAM



GOALS



Define Pathways



Experience across
multiple areas



Develop technical
and personal skills



Motivational and
Inspirational
Learning
Experiences



Create strong
support channels

PROGRAM OVERVIEW

Overall 1.5-2yr Program

- Formal Training and On the Job Experience
- Motivational Opportunities (Client visits, Front-Line Work)
- Explore Multiple Areas through Rotations
- Defined Technical and Personal Skills

First 1-2 Months Induction & Fundamentals

- Online LMS Training
- Formal Training
- Presentations from Team Leads – Learning the business

12 - 18 Months Rotation Across Areas

- Channel, Govt Sales and Pre Sales
- Learn Core Technical Skills and Develop Personal Skills
- Experience different roles and projects

Final 3 Months Transition

- Review Development Plan and Feedback
- Define Career Paths with Graduate and HR Input
- Formal Celebration
- Potential Transition to the Workplace

GRADUATE JOURNEY MAP



Welcome to Motorola



Learn the Basics



Channel



Govt Sales



Operations/
Presales



Celebrate

Learning Experiences

- | | | | | | |
|--|--|---|---|---|--|
| <ul style="list-style-type: none"> • Meet the Team • Meet your Mentor • Connect with former Graduates • Review your development plan | <ul style="list-style-type: none"> • Learn the basics of sales and networking • Undertake formal training sessions • Personal skills training | <ul style="list-style-type: none"> • Experience 3 different areas at Motorola Solutions • Regularly catch up with your mentor | <ul style="list-style-type: none"> • Assignment to a real world project • Buddy-up with a Solutions Architect | <ul style="list-style-type: none"> • Experience the front-line with pre-sales / Ops and other customer facing activities • Work with other Sales reps to understand go to market strategy / tenders | <ul style="list-style-type: none"> • Review your progress and feedback • Continue your final rotation • Discuss your ideal role and career path |
|--|--|---|---|---|--|

Outcomes

- | | | | | | |
|---|---|--|---|--|--|
| <ul style="list-style-type: none"> • Understand the Graduate Program • Understand Motorola Solutions • Complete the Induction Training | <ul style="list-style-type: none"> • Induction and develop fundamental skills • Understand our Products & Services • Prepare for your first role at Motorola Solutions | <ul style="list-style-type: none"> • Learn and develop core engineering skills • Excel your learning by specialising in particular products/services | <ul style="list-style-type: none"> • Develop your personal skills • Review your development plan with your manager • Learn more advanced skills on the job and from others | <ul style="list-style-type: none"> • Experience different areas and roles at Motorola Solutions • Understand how our products & services contribute to the community | <ul style="list-style-type: none"> • Graduation Party • Potential assignment to a role at Motorola Solutions |
|---|---|--|---|--|--|

KEY ROLES & RESPONSIBILITIES

Mentor	Buddy	Graduate Manager	HR Team	Team Leaders
<p>Monthly Catch Up</p> <p>Provides insights and experience</p> <p>Provides encouragement and support</p>	<p>A former graduate or engineer</p> <p>Works closely with you on your rotation / project</p> <p>Assigns work and trains you in skills</p> <p>Monthly Progress review with you to mark off 2 skills each month on your Development Plan</p>	<p>Reviews your Development Plan each Month</p> <p>Assigns your Rotations / Projects</p> <p>Monitors your Development</p> <p>Monthly Graduate Catch-up sessions</p> <p>Works with HR to schedule social events</p>	<p>Onboarding of Graduates</p> <p>Works with Leadership and Graduate Manager to define Technical / Personal Skills</p> <p>Defines Career Pathways for Graduates</p> <p>Manages the Transition of Graduates to employment</p>	<p>Identify potential Rotations</p> <p>Source motivational experiences</p> <p>Work with the Graduate Manager to deploy Graduates in Rotations</p> <p>Communicate the Graduate Program to Team Members</p>