

**SCHAEFFLER**



## Asia Pacific Graduate Development Program

Hagen Ong  
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- Create awareness and strengthen our Schaeffler employer brand among university faculties and students
- Develop strong partnerships with universities
- Build and develop our talent pipeline for engineers
- Develop a broad understanding of our Schaeffler business at global, regional, sub-regional and local levels
- Provide broad training as a basis for future career development
- Develop professional and interpersonal competencies
- Establish cross functional and cross-regional networks

- Minimum Bachelor's Degree in Engineering
- Maximum of two years working experience
- Good academic results during course of study (Recommended GPA 4.25/5.00 or equivalent)
- Able to travel and relocate when required during and after program
- Strong command of spoken and written English
- Enjoys solving problems, recognizes areas for improvement, and creates new approaches that benefits the organization
- Active team player
- Strong communication and presentation skills
- High level of results orientation and takes a positive attitude in "making things happen"
- Demonstrates a strong willingness to learn and strive towards continuous improvement

## Overview of Graduate Development Program

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Focus	Description
Target Group	Graduates with Bachelor/Master degree in an Engineering field
Structure of Program	Rotation program in Asia Pacific, including a short stint in Germany
Duration of Program	24 months
Development Approach	On-the-job Learning, Project delivery (local and regional), Classroom and web-based learning, Mentoring, Feedback
Budget Responsibility	Human Resource
Supervisory Responsibility	Division/Function
Target Deployment Role after Program	Automotive or Industrial role in Asia Pacific
Recruitment Platforms	On-campus, campus career portal
Selection Process	Interviews, Case Study Presentations
Mobility	Required for travel and rotation assignments during the 2 years
Assessment During 2 years	Employee Development Dialogue
Job Title during Program	Associate Engineers (AE)

The Training Engineers undergo a Structured Program that will develop their Schaeffler knowledge and prepare them for roles after the program



Development Platform	Focus	Outcome
<ul style="list-style-type: none"> <li>▷ In-role Projects (country-focused)</li> </ul>	<ul style="list-style-type: none"> <li>▷ Short-term projects with clear deliverables</li> <li>▷ Build networks through collaborations</li> </ul>	<ul style="list-style-type: none"> <li>▷ Complete assigned projects</li> <li>▷ Develop understanding of the Schaeffler business</li> </ul>
<ul style="list-style-type: none"> <li>▷ AP Rotations</li> </ul>	<ul style="list-style-type: none"> <li>▷ Short-term projects with clear deliverables</li> <li>▷ Exposure to other Schaeffler locations in AP</li> <li>▷ Build networks across the region</li> </ul>	<ul style="list-style-type: none"> <li>▷ Complete assigned projects</li> <li>▷ Build networks in other AP countries</li> </ul>
<ul style="list-style-type: none"> <li>▷ Short Assignment in Germany</li> </ul>	<ul style="list-style-type: none"> <li>▷ Work in specific global project teams to gain global exposure and understanding</li> <li>▷ Develop global networks</li> </ul>	<ul style="list-style-type: none"> <li>▷ Complete global project(s)</li> <li>▷ Understand how Schaeffler works globally</li> <li>▷ Build networks</li> </ul>
<ul style="list-style-type: none"> <li>▷ Regional Action Learning Project</li> </ul>	<ul style="list-style-type: none"> <li>▷ Work in pairs on a regional Industrial or Automotive project</li> <li>▷ Exposure to AP Board members through project sponsor meetings and project presentations</li> </ul>	<ul style="list-style-type: none"> <li>▷ Complete AP project</li> <li>▷ Develop understanding AP Automotive &amp; Industrial</li> </ul>
<ul style="list-style-type: none"> <li>▷ Mentoring</li> </ul>	<ul style="list-style-type: none"> <li>▷ Assigned a mentor for the full duration of the program to provide guidance on professional and personal development</li> </ul>	<ul style="list-style-type: none"> <li>▷ Actively drive the mentor-mentee relationship</li> </ul>
<ul style="list-style-type: none"> <li>▷ Leadership Development</li> </ul>	<ul style="list-style-type: none"> <li>▷ Three leadership development modules in the areas of Communication, Leadership and Strategy</li> <li>▷ Schaeffler Competencies</li> </ul>	<ul style="list-style-type: none"> <li>▷ Develop personal excellence in leadership and demonstrate Schaeffler competencies.</li> </ul>

# Rotation Sequence

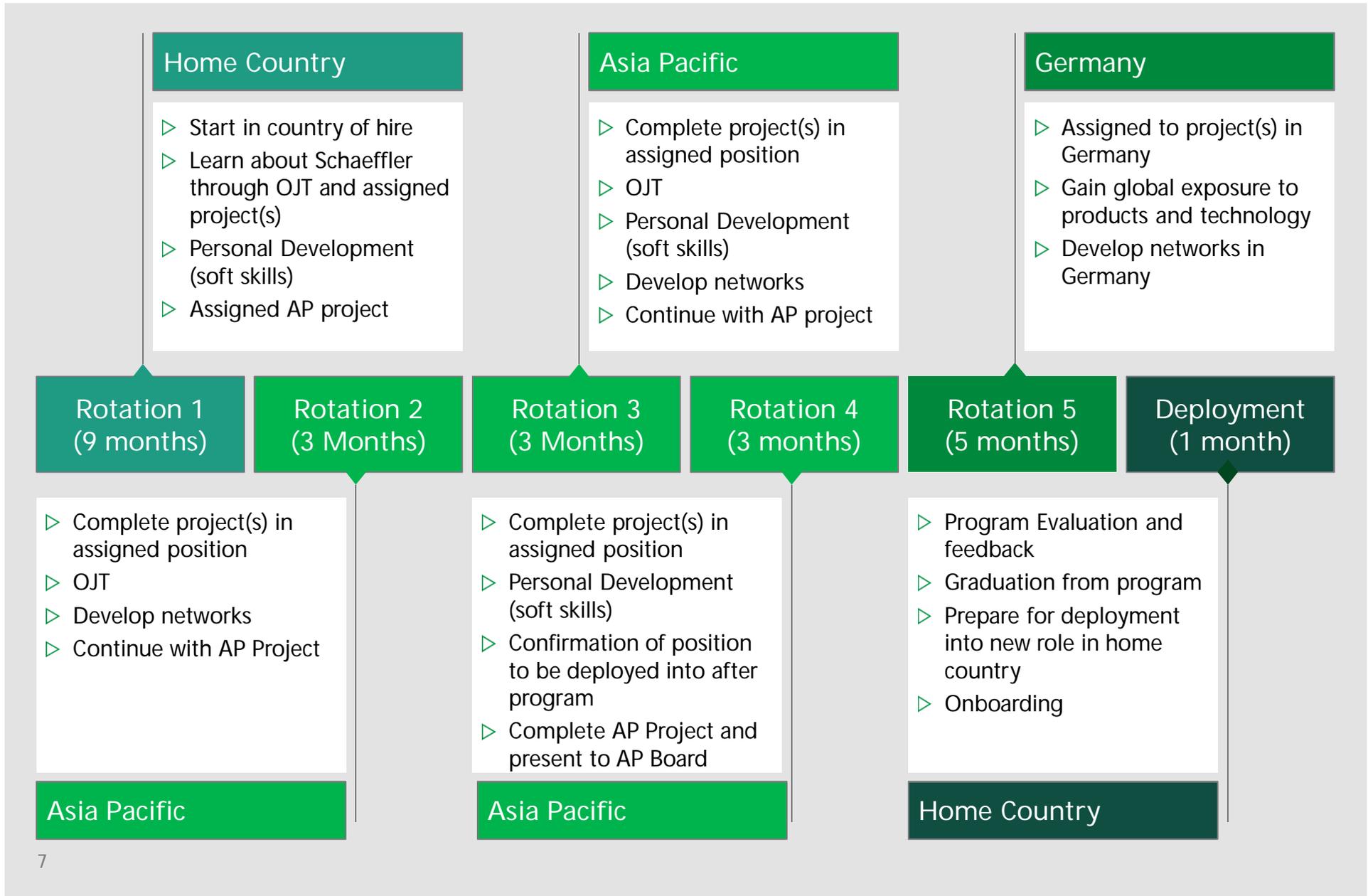


Graduate/Sub-region and Country	Japan	Korea	Singapore	Thailand	Germany
Graduate Development Trainee 1	Rotation 1	Rotation 2	Rotation 3	Rotation 4	Rotation 5
Graduate Development Trainee 2	Rotation 4	Rotation 1	Rotation 2	Rotation 3	Rotation 5
Graduate Development Trainee 3	Rotation 3	Rotation 4	Rotation 1	Rotation 2	Rotation 5
Graduate Development Trainee 4	Rotation 2	Rotation 3	Rotation 4	Rotation 1	Rotation 5
Rotation Duration	Rotation 1 9 months	Rotation 2 3 months	Rotation 3 3 months	Rotation 4 3 months	Rotation 5 5 months

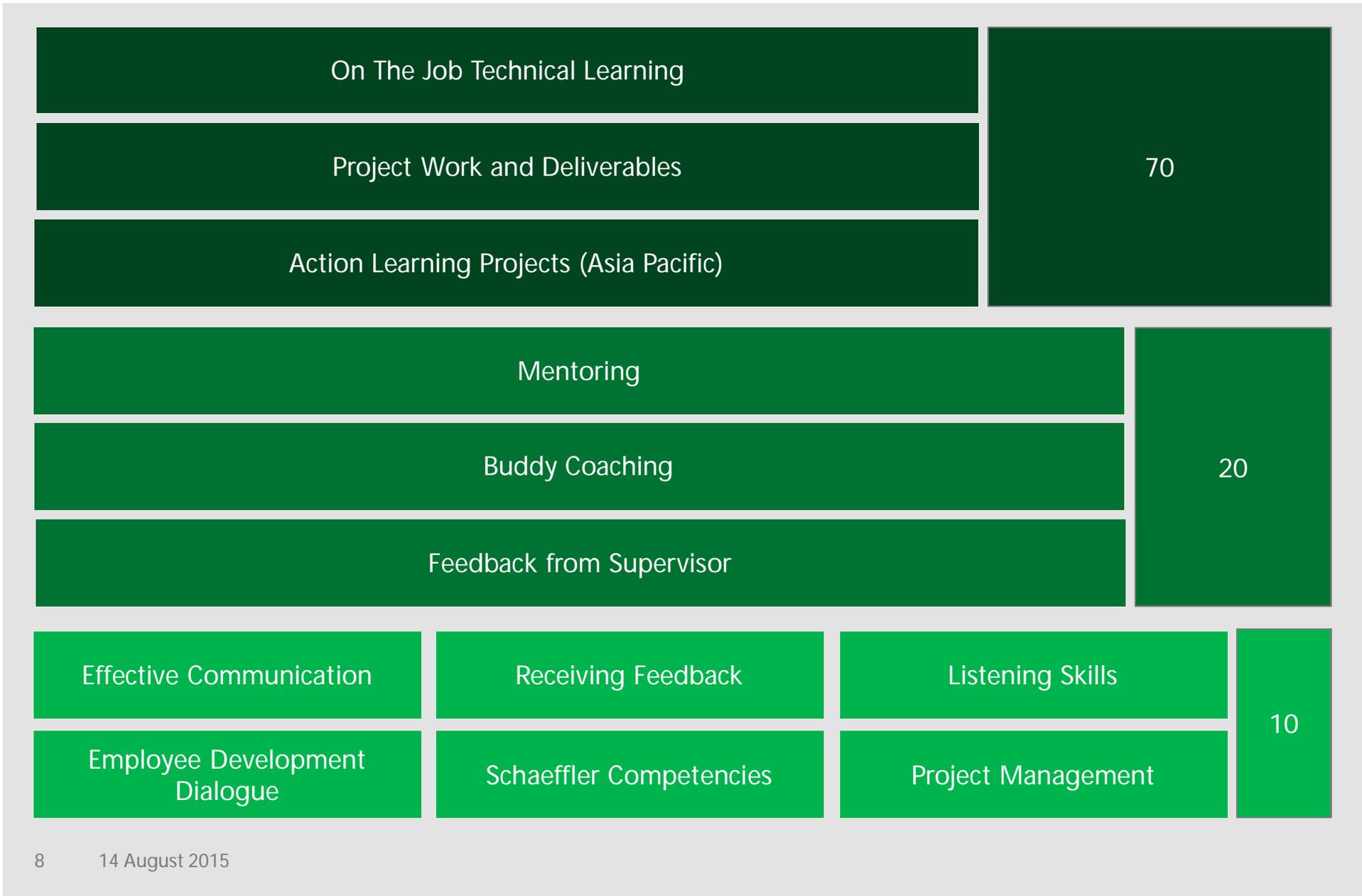
## Notes

- ▷ Associate Engineers will commence their rotation in the country which they are hired
- ▷ The position they will be deployed into after the rotation will be finalized during their fourth rotation
- ▷ At the end of the program, the Associate Engineers will start in their home country in which they are hired for the program
- ▷ Coordinate with Expat Management team to maintain adherence to global expatriate guidelines

# Rotation Structure



# GDP Learning Journey is Based on Our 70-20-10 Philosophy



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