

Early Careers Accelerator

Practical Skills for Real-World Impact

"The best way to predict the future is to create it."

Peter Druker

Building capability, confidence and real-world impact.



Programme Overview

12 Modules.

Each module is a half-day (3–3.5 hrs in duration).

Cohort size: 8–15

Optional add-ons: Buddy/mentor set-up clinic; manager coaching micro-skills; 90-day impact check.



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Early Careers Accelerator

Course Overview

The Early Careers Accelerator Programme is designed to equip emerging talent with the practical skills, professional behaviours and real-world confidence needed to thrive in the modern workplace.

Blending interactive learning, hands-on application and expert facilitation, the programme supports participants as they build strong communication skills, deepen their understanding of workplace expectations and develop the mindset required to contribute meaningfully from day one.

This programme supports early careers talent in developing the essential capabilities employers need today:



Communication

When early career talent communicates clearly and confidently, teams operate more smoothly, decisions move faster and the overall quality of internal and external interactions improves.



Adaptability

Early career professionals who adapt quickly to change help organisations stay agile, embrace new technologies with ease and maintain momentum in fast-moving environments.



Problem Solving

When emerging talent can tackle problems independently and think critically, managers gain time back, teams benefit from fresh perspectives and solutions are reached more quickly.



Collaboration

When early careers professionals collaborate effectively, cross-functional projects run more efficiently, conflict is reduced and teams achieve stronger results together.



Strong Sense of Professional Purpose

A team with a clear sense of purpose is more motivated, engaged and committed, leading to higher performance and stronger retention from the outset.

When early careers talent thrives, the whole organisation moves forward

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The programme equips participants with practical skills in:

- Understanding workplace expectations and professional behaviours
- Communicating with clarity, confidence and impact
- Active listening techniques that strengthen collaboration
- Managing time, prioritising tasks and working effectively in hybrid environments
- Problem-solving and applying structured thinking to real situations
- Building personal presence and contributing meaningfully in team settings
- Engaging with real-world projects and practical group challenges

Participants leave with:

- A solid foundation of workplace skills that accelerate early career success
- Greater confidence in communication, collaboration and decision-making
- A practical toolkit to navigate day-to-day challenges with professionalism
- Stronger self-awareness and an understanding of personal impact
- The ability to step into their role with clarity, capability and readiness

Giving emerging talent the skills and confidence to make a meaningful impact from day one.



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Module Catalogue

M1. Purpose, Values & Role Clarity

Participants connect their strengths to organisational purpose, customer impact and ESG priorities. They complete a Values Assessment and create a personalised 12-month Career Compass that focuses their growth and contribution.

M2. Professional Habits for Modern Work (Hybrid-ready)

This module builds the fundamentals: reliability, micro-prioritisation, hybrid etiquette, asking strong questions and developing positive feedback habits. Participants leave with a First-90-Days Operating System to guide their early impact.

M3. Communication & Influence Essentials

Practical tools for clear communication, concise updates, meeting craft and presenting ideas with confidence. Role-plays and templates help learners influence effectively, even without formal authority.

M4. Teaming, Networks & Belonging

An exploration of team dynamics, psychological safety and internal networking. Participants map key stakeholders, build buddying skills and create a Stakeholder & Network Map that strengthens their sense of belonging.

M5. Structured Problem-Solving & Decision-Making

Participants learn to frame problems, identify root causes, weigh trade-offs and make sound decisions. Case-based labs mirror real workplace constraints and build strong critical thinking and adaptability.

M6. Personal Productivity, Focus & Wellbeing

A practical module covering time blocking, energy management, boundaries and deep-work habits. Participants build a Focus Playbook and receive a 30-day nudge series to embed sustainable productivity.

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M7. Growth Mindset, Feedback & Resilience

Learners practise coaching-style feedback, run micro-experiments and strengthen reflection habits. They develop a Feedback Contract with a manager or buddy, supporting high-frequency relational learning.

M8. Career Navigation & Personal Brand

Participants learn how to navigate career pathways, build visibility and maintain a strong LinkedIn presence. They leave with a personalised skills plan and a clear understanding of how to articulate their value.

M9. Digital Fluency & Secure Collaboration

This module develops confidence across MS/Google stacks, asynchronous communication, shared board tools and basic cybersecurity. The cohort co-creates a team Ways-of-Working Pact.

M10. Stakeholder & Customer Obsession

Participants map internal and external stakeholders, manage expectations and respond to friction constructively. Live scenarios grounded in your organisation's context build a strong service mindset.

M11. Ethics & Everyday Leadership

A practical exploration of inclusive micro-behaviours, speak-up culture and ethical decision-making. Participants create Belonging Micro-Commitments that support everyday leadership.

M12. Innovation & Continuous Improvement (Intrapreneur Lite)

Participants learn to spot inefficiencies, propose small improvements and run safe-to-try experiments. They practise framing and sharing the impact story to build confidence in innovation.

What's Included in Every Module

Each module includes a full suite of supports to strengthen engagement, retention and real-world application:

- A pre-work primer (10–15 mins) and purpose statement
- A facilitated half-day session (virtual or in-person) with labs, role-plays and peer coaching
- A mentor/buddy nudge card plus a two-minute manager debrief script
- 30–60-day micro-nudges and a short self-reflection to reinforce learning



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How We Deliver: The WorkJuggle Blueprint

Our approach is intentionally designed around flexibility, engagement and real-world application, ensuring early career talent builds confidence and capability from the outset.

Immersive learning that energises and equips

We deliver high-energy, facilitator-led workshops grounded in WorkJuggle's proven learning ethos woven through every module to strengthen team culture and individual awareness.

Tri-layer learning for different learner styles

Each module offers three learning routes so participants can engage in the way that works best for them:

- Core: facilitator-led labs and a practical workbook
- Alternative: curated podcasts and reading lists
- Complimentary: short video explainers, checklists and quizzes for quick, on-demand reinforcement

This structure directly reflects learner preferences highlighted in recent research. (*WorkJuggle/Learnovate, 2025*).

Mentor and buddy integration

We embed mentor and buddy systems into the programme to build belonging and accelerate growth. Optional clinics help organisations set up pairings, with mentors receiving micro-training in coaching and supportive feedback.

Induction-friendly design

Modules 1–3 can be delivered as a front-loaded induction sprint, providing a structured, supportive on-ramp during the critical first weeks of employment.

Sector-tailored scenarios

While the programme is fully cross-sector, scenarios can be tailored to contexts such as technology, finance, professional services, pharma and more, ensuring relevance across diverse early careers pathways.

Creating learning experiences that turn potential into capability and capability into impact.

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Measuring Progress & ROI

We ensure employers can clearly track progress and impact across the programme.

Before and after behavioural pulse

Participants complete short pulses measuring eight key behaviours: communication, teaming, problem-solving, productivity, feedback habits, stakeholder management, innovation and personal organisation.

30-day manager check-ins

Managers receive a five-minute script to support consistent review, capturing micro-evidence such as one improvement, one stakeholder comment and one peer recognition.

Impact dashboard

Organisations receive a simple dashboard covering attendance, action-plan completion and behaviour shifts, with the option to connect results to customer or process metrics for richer insights.

Example Learning Pathways

These sample pathways demonstrate how organisations can shape the programme to suit their rhythm, structure and talent needs.

A. Induction Sprint (two weeks)

A concentrated set of half-days designed for early onboarding: M1. Purpose, Values & Role Clarity → M2. Professional Habits for Modern Work (Hybrid-ready) → M3. Communication & Influence Essentials → Buddy Clinic

B. Contributor to Impact (quarterly cadence)

A year-long development journey building capability step by step:

- Q1: M4. Teaming, Networks & Belonging + M6. Personal Productivity, Focus & Wellbeing
- Q2: M5. Structured Problem-Solving & Decision-Making + M7. Growth Mindset, Feedback & Resilience
- Q3: M9. Digital Fluency & Secure Collaboration + M10. Stakeholder & Customer Obsession
- Q4: M8. Career Navigation & Personal Brand + M12. Innovation & Continuous Improvement (Intrapreneur Lite)

C. Sector-Focused Pathway

A tailored pathway for finance and professional services supplemented with sector-relevant scenarios.



Early Careers Accelerator

Designed for the Irish and UK Early Careers Landscape

Our model reflects what employers and learners value most in the current early careers environment:

- Purpose-led development journeys that build clarity and confidence
- Integrated induction, mentorship and buddy systems now expected as standard
- Modular design suitable for varied entry routes and cross-functional cohorts
- Seasonal packaging aligned with internships, graduate intakes and insight days

This ensures the programme aligns strongly with market expectations while remaining practical for organisations of all sizes.



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Ready to help Early Careers talent thrive from day one?

Our programmes are delivered by a team of highly talented, experienced and committed facilitators who have all spent years working within fast-moving organisations, not just talking about them.

They bring a blend of commercial acumen, coaching expertise and deep understanding of the evolving world of work, creating learning spaces that are energetic, inclusive and genuinely practical.

Every session is designed to meet learners where they are, challenge their thinking and equip them with tools they can use straight away back on the job.

Aoife Garvan, Lead Facilitator



Meet Your Facilitator:

Aoife has spent fifteen years working with blue chip companies such as LinkedIn and Oracle. From San Francisco to London and Dublin,

Aoife has worked and trained large scale EMEA wide sales teams. Working in sales and marketing, Aoife has driven the early adoption of social selling and innovative inbound marketing techniques to mobilise teams for success.

Get in touch with us to discuss your requirements:

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