



## Consulting Excellence Award for Professional Development

**Arcadis**

The Global Shapers Program provides 100 young professionals the opportunity to develop their capabilities, improve Arcadis, create more international connections and share knowledge. Global Shapers is an annual program, which was launched for the first time in 2011. The program is about learning through working together in an international group, in a virtual and face-to-face phase. By creating international connections, facilitating and improving knowledge sharing and making sure the challenge is taken back home, a ripple effect is created. The program wants to contribute to being the employer of choice for the best young professionals. Allowing individuals to develop a fulfilling and exciting career path.

The programme is adaptable to ensure that it meets the changing needs of Generation Y and that the company can get maximum benefit from bringing the brightest minds together. It was created to address inspire and promote career development for Arcadis' emerging talent but also challenged to find creative solutions for the largest internal issues in the business.

Global Shapers have the opportunity to use work together with business leaders to use the tools and contacts they have developed to pursue careers they are truly passionate about. This has included moving into alternate regions, new roles and positions or simply excelling in the role they are in. The opportunity the programme creates of self-identification and the business as a whole creates an environment where Global Shapers can explore and test areas of the business which they are truly passionate about.

The programme has hugely outperformed the initial objectives and continues to connect our people around the globe. Global Shapers has evolved to tackle whatever the most pressing need is of the business, with the current global shapers focusing on how we can bring the most valuable solutions to our clients. The programme has also lead to increased retention rates in the business. Following the programme many individuals have gone on to pursue new and exciting career paths within the business across the globe.