



Set your   
ambitions  
free

**Aviva Global Graduate Leadership Programme**

| Retirement | Investments | Insurance | Health |



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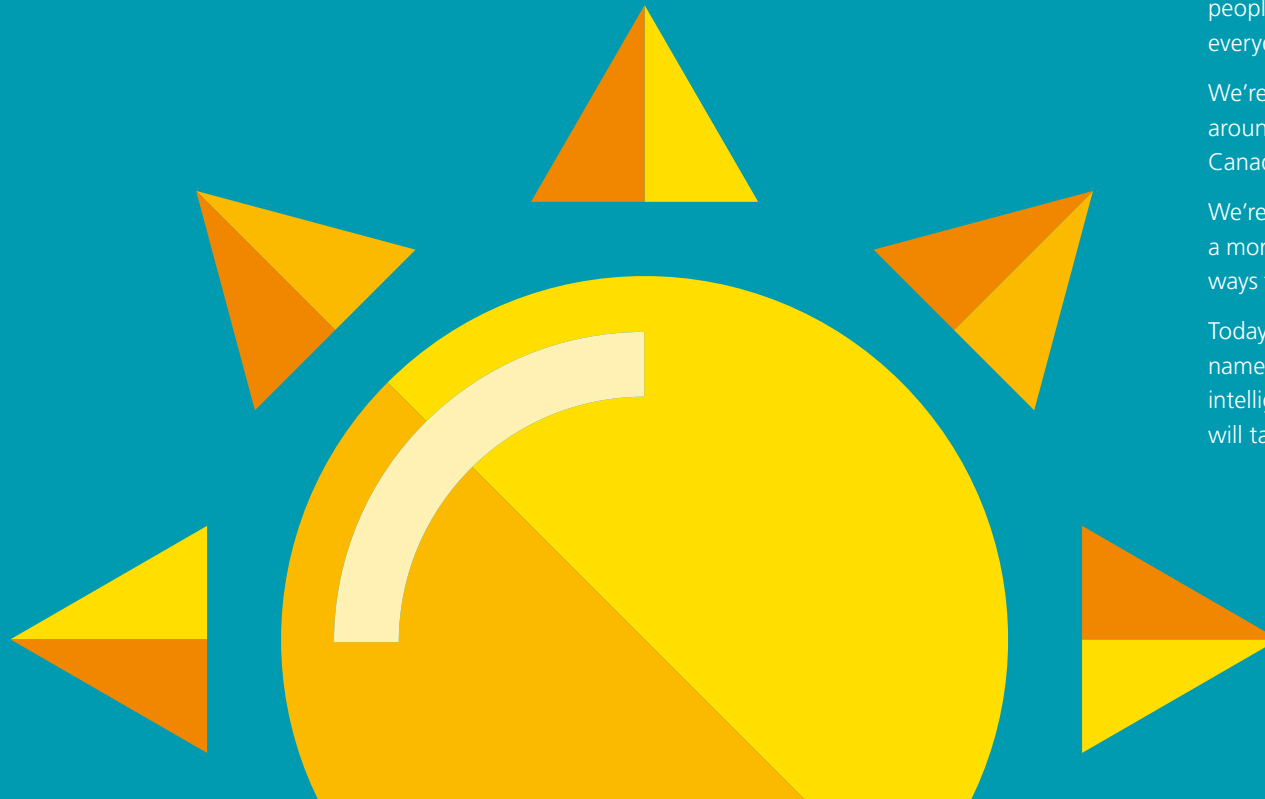
# Inspiring & innovating

Life is full of unexpected twists and turns, and Aviva's on-hand to keep people and businesses financially protected. Together, we help over thirty four million people invest in their futures, manage the risks of everyday life, and defy uncertainty.

We're a global business, operating in sixteen markets around the globe, including the UK, Europe, Asia and Canada. Our ambitions for the future are even bigger.

We're leading a digital revolution in Insurance, building a more sustainable business, and finding innovative new ways to keep our customers safe, secure and informed.

Today, our aim is to become the most recommended name in the industry. Achieving that vision will take intelligence, insight and invention. Most importantly, it will take leaders from all walks of life – people like you.



## GLOBAL OPPORTUNITIES

Today, Aviva operates internationally, with a growing and diverse customer base. Each region we work in has its own culture, challenges and ways of communicating. To serve them, we need local knowledge, clear strategies and strong leadership.

Our **Global Graduate Leadership Programme** will let you explore this evolving world, first-hand. You'll move across borders, projects and teams, work at home and abroad, and learn about how our markets operate on-the-ground.

Canada	Ireland	Taiwan
China	Italy	Turkey
France	Lithuania	United Kingdom
Hong Kong	Poland	Vietnam
India	Singapore	
Indonesia	Spain	

To create lasting change, and products people really want we need the right tools. During your time here, we'll give you the resources, teaching and guidance you need to make a difference to millions of customers, worldwide. By the end of the process you'll be well on your way to holding a leadership position at the forefront of a multinational, multicultural, FTSE-100 organisation.

# Growing & exploring

## TRAINING AND DEVELOPMENT



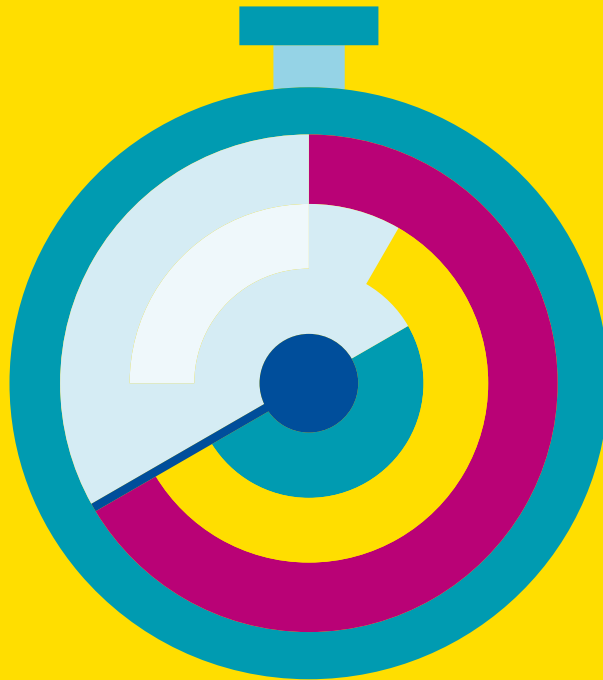
# Mentoring & coaching

This programme combines practical experience, tailored training and international travel. During your time here, you won't just discover new places – you'll also uncover new strengths. No matter what degree you studied for, we'll work together to teach you the foundations of great leadership. At the end of your two-year journey, you'll have:

- Become an expert in all things Aviva
- Found out how new services are developed, from the ground-up

- Learned in-depth knowledge about global markets and distribution networks
- Lead your own team or project under the guidance of a senior mentor – one of our Senior Managers
- Gone through two annual rotations, including a year-long international placement
- Developed through structured guidance and personalised objectives
- Grown the skills to take a fast-moving business forward

# Challenging & changing



## Rotation 1

On your first annual rotation, you'll get to grips with essential market-based functions like Sales, Distribution and Products in your home country and discover how we develop and deliver our services. This will give you the foundation of knowledge and experience you need to start becoming a business leader.

Key skills acquired:

- In-depth understanding of our different business areas
- Insight into our culture, working methods and delivery networks
- Expertise in our core range of products

## Rotation 2

You'll start your final year working in an overseas team in one of our sixteen markets. At this stage you'll start taking on real responsibility either in a local market team or a central functional role. You'll also start enhancing your leadership skills, which could include running your own team or project, all under the guidance of your senior mentor.

Key skills acquired:

- Knowledge of how to manage your own team
- Working and leading independently
- Stakeholder relationships
- Adapting and responding to change

AVIVA REALLY CARES ABOUT ITS EMPLOYEES. THEY INVEST A LOT OF TIME IN OUR DEVELOPMENT BUT THEY ALSO GIVE US THE OPPORTUNITY TO SET INDIVIDUAL GOALS THAT WE CAN OWN.

**Katelyn Martinko,**  
Toronto, Canada

# Surprising & disrupting

## CREATING PRODUCTS AND SERVICES THAT MATTER

We want to help our customers stay safer and save smarter. To do that, we're harnessing the power of digital technology to create a business that's ready for the challenges of the 21st century. Here are just some of our recent innovations:

- **Aviva Drive:** we've created an application that monitors people's driving skills, saving them an average of £150 per year on car insurance
- **Financial Personality Profiler:** this tool allows users to analyse and understand their spending and saving habits in detail, giving them greater control over their finances
- **ePro:** directed at small businesses, this digital platform diagnoses companies' complete insurance needs simply and effectively
- **Virtual Branch:** developed in Poland, this online environment allows people to search for information, choose products and complete applications in the comfort of their own home

## LETTING OUR VALUES LEAD US FORWARD

We're an inclusive and connected business. Currently, we're the only insurer in Stonewall's ranking of LGBT friendly workplaces, who have commended our 'Aviva Pride' network. We also have our own international Women's Network, with hubs in Italy, Spain, United Kingdom, Ireland, India and Canada.

## WORKING WITH OUR COMMUNITIES

We run a range of initiatives around the globe. This includes partnering with UpReach in the United Kingdom, which helps students from less-privileged backgrounds to build knowledge, soft skills, professional networks and work experience. We've also launched a three-year partnership with the Red Cross, through which we volunteer, donate funds, develop apps and share our expertise in risk management.



YOU'RE CHANGING THE WORLD, YOU'RE EMBRACING DIGITAL AND YOU'RE THINKING ABOUT HOW YOU'RE GOING TO CHANGE INSURANCE.

**Maurice Tulloch,**  
Global CEO, GI

# Leading & advancing

Our leaders come from a range of backgrounds and work in all sorts of areas, so you don't need a specific degree to apply to this programme.

What we do ask for is:

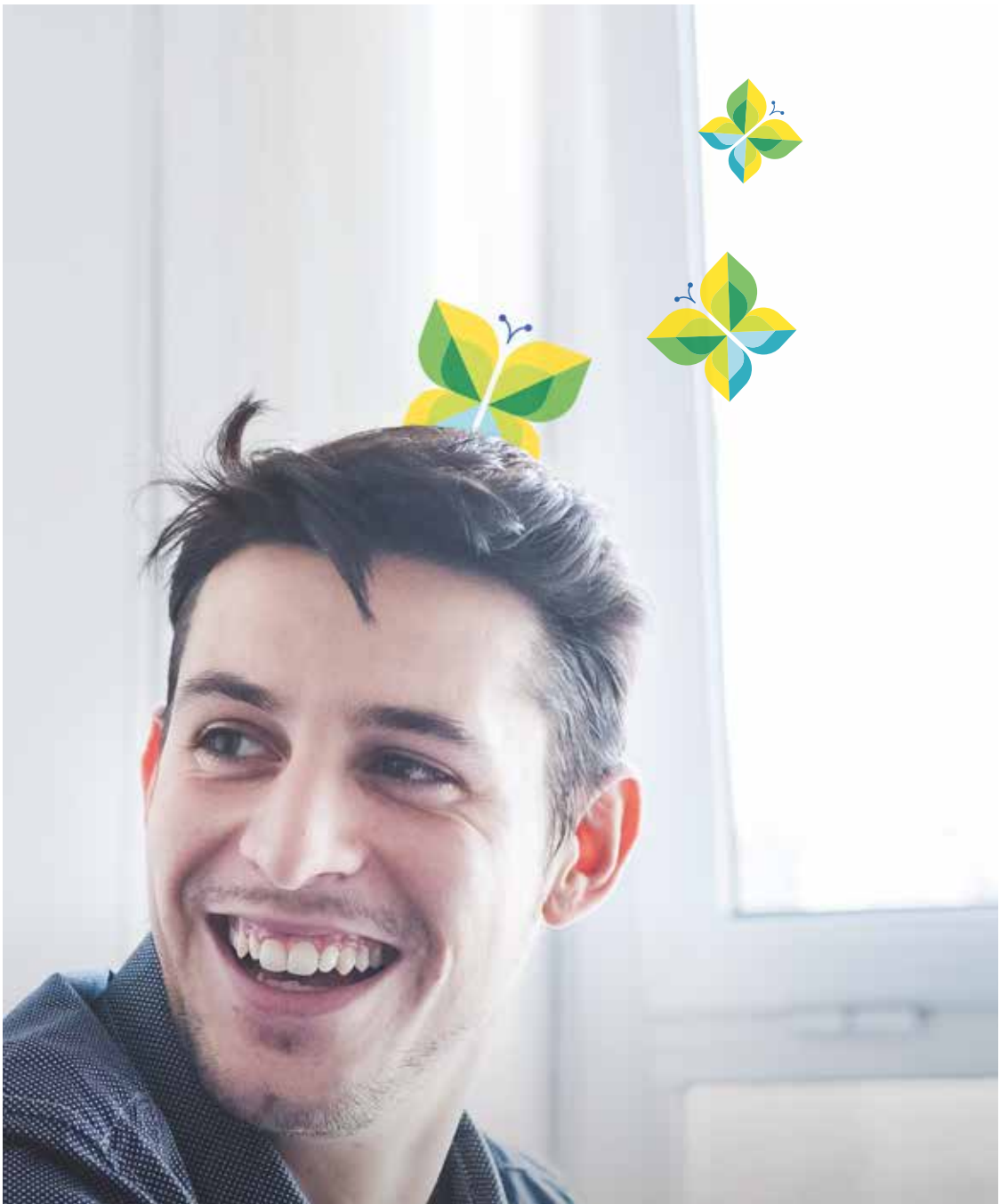
- A degree (and ability to commence full-time employment in September 2018)

- The ambition to lead at the highest levels
- The propensity to work with different cultures
- The flexibility to move globally
- Multilingual skills would also be an advantage



# Simplifying & illuminating

- 1** Our applicants come from a range of degree programmes and backgrounds. However, to become one of our future leaders, you need to be on track to graduate with a degree and able to commence full-time employment in September 2018.
- 2** Have a thorough read of our website – [graduates.aviva.com](http://graduates.aviva.com) – and then apply using the 'apply' button.
- 3** Complete our Situational Strengths and Critical Reasoning Tests, both designed to assess your abilities over a number of scenarios and arguments. You'll also gather further insight into our Global Graduate Leadership Programme.
- 4** Next, we'll invite you to a video interview where you'll be asked a series of questions about your aspirations and experience.
- 5** Making it to step five means we think you've got what we're after so you'll be invited to join us on our assessment day.
- 6** If you're successful at the assessment centre, we'll call to offer you a place on our scheme. If you don't quite make it this time round, we'll of course be available for feedback.



[graduates.aviva.com](https://graduates.aviva.com)

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