

THE METRO POTENTIALS PROGRAMME



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A kick-start career in wholesale and retail – did you ever think about that? Find out more with insights from the METRO Potentials

Amelia from Spain, Xindong from China, Benjamin from France and Verena from Austria have something in common: they are all part of the METRO Potentials Programme and started their Young Professionals career in different METRO countries in 2016. The METRO Potentials Programme is an international programme for young talents that offers stops in different countries, various projects in a wide range of exciting departments, lots to explore and many chances to grow and develop. A new cohort begins the programme every September. Young talents who have finished

their master's degree and have some initial work experience can apply. Fluent English and willingness to work internationally are a must.

For 2 years the young talents are trained for their first executive role. In the 2016 cohort, the young talents studied different subjects, have been collecting different experiences and then decided to join one of the leading specialists in wholesale and food retail: METRO. The wholesaler operates its business in 25 countries. An interesting outlook if you are already looking for an international environment at the beginning of your career.

"I studied Business, and after a year working on my own as entrepreneur I did an MBA Junior to grow faster professionally. I

chose Business because I have always been passionate about how companies innovate, how they adapt to the new market demand, and as a new generation we can make a big impact”, says Amelia (28) from Spain. In Paris, she gained her first experiences at METRO abroad. “The block I most enjoyed so far has been the period I spent in Paris working for METRO France. I was part of the Omnichannel Department where I had the opportunity to manage my own project, an innovative delivery service for our customers. Do you know BlaBlaCar? Our project was based on the same collaborative philosophy, i.e. customers who come to the store to do their shopping and are willing to deliver to other customers living near them. Of course, during this period, I also integrated the existing teams and worked in the Omnichannel strategy focusing on the next years and the implementation of our new web shop. It was an incredible experience full of learning and with great colleagues!” At the moment, Amelia and the whole 2016 cohort are based in Düsseldorf for the next 3 months gaining insights into the corporate world of METRO.

Benjamin, 26 years, from a small town near Paris, has a master's in management and started in consultancy before he joined the METRO Potentials Programme. “Even though I loved consultancy, there is nothing comparable to what I have experienced since I joined METRO. During the application process, the director of training arranged for us to visit the biggest French METRO store, in Nanterre. And during this visit I thought that this is where real life happens. That is the reason why I decided to stop consulting and start in the retail and food business,” he explains.

The real-life experience, the international steps that every trainee goes through in the 2 years plus the exchange with the community is something that is not only challenging but also enriching the young talents.

“We introduced the METRO Potentials Programme to develop young leaders in an international environment. Amongst others, we are operating METRO Cash & Carry stores in 25 countries. Each country runs a headquarters and offers attractive opportunities for young talents who are eager to learn and develop. As we are one of the international leading players in wholesale and food retail, it is very important for us that the young talents understand not only the business, but also the country specifics and the corporate world. And, of course, the reality of our store-operating mechanisms. To cover all this and to prepare the following generations for an executive position one day, we decided in 2014 that we will train our future leaders ourselves”, explains Aleksandra Gajic, the manager responsible for the METRO Potentials Programme.

Interested young talents with a master's degree can apply for the next training batch starting in September 2018. The

application process includes an international assessment centre in mid-July. By no means easy but the Potentials have some tips for preparation.

“Be yourself! We all want to show the best of us in the assessment centre, there is nothing wrong with it, but the most important thing is to just be yourself. METRO Potentials is a programme about young talents, diversity and thinking and acting out of the box, just show what you really are! This is quite difficult in an intensive and high-pressure environment. I trained to manage multitasks in complex situations,” says Xindong.

“I first got an understanding of METRO itself and the business they are doing, and then also informed myself about the industry in general. The most difficult task was actually the simulation of taking over a project, receiving a lot of information where you had to figure out on what to focus, find a solution and all of this in a really short amount of time. But at the same time it was a great exercise as this can happen anytime in real life”, adds Verena.

- The METRO Potentials management trainee programme is a 2-year traineeship designed for the 25 METRO Cash & Carry countries.
- It is divided into 5 training blocks that are between 3 and 6 months long and take place either in the trainee's home country or abroad.
- The first rotation takes place in-store and aims to develop a basic understanding of METRO processes.
- The second rotation takes place in the local country's head office. This provides trainees with a deeper understanding of our business, and develops their cross-functional abilities.
- The third rotation will always take place abroad, either in a store or at a head office. This aims to broaden trainees' international perspective of our business. The fourth rotation is spent at the corporate headquarters in Düsseldorf, Germany, and focuses on developing innovative capabilities and networking.
- The last rotation returns the trainees to their home country. They develop further leadership skills in order to prepare them for their first management position.

During the 2 years, you have 5 international presence trainings with the whole Potentials group, you have training on the job and e-learning. Each trainee is supported by a mentor, usually a country board member.

Interested in finding out more?

More information:

www.metro-cc.com/career/potentials