



Measuring the Impact of our Young Talents

Are you a passionate student who loves working with challenging interdisciplinary projects?

My name is Maria and I am an HR Consultant in the Talent Acquisition department in our Headquarters in Viby. I have international professional experience and a diverse commercial background.

As a thesis advisor I will collaborate with you to co-create your thesis and I will open channels for you towards various stakeholders within the organisation to enable your research. You can count on my support and mentoring both academically and professionally. As a side benefit from our cooperation you will receive valuable practical tools for your learning, business acumen and for presenting (selling) your findings.

My responsibility in Arla is to design and run the International Graduate and Internship Programmes, delivering a blended learning experience. I am working closely with young talents, our potential future leaders, throughout our training, coaching sessions and workshops.

My personal mission is to equip and develop young people with knowledge, experience and tools to enable them to achieve their full potential and instil an entrepreneurial mind-set.

The project we offer you

Talent Management stands high in the

strategic agenda of our company. The F15[®] Programme is a challenging development programme for high achieving international graduates, through which they are exposed to different functions and organisational units all over the world. The purpose of the programme is to develop future leaders who can ensure continuous Good Growth for Arla. The project is about the value and impact our graduates have created for their business units while on their rotations. The academic literature should focus on high performance results and measuring and quantifying value/impact (monetary, cultural, social etc.) The deliverables:

- Framework of what to measure
- How to measure
- Indicators for success

The purpose of the project is to create a valid framework relevant for the business to measure the value of our upcoming talents through their impact.

Student qualifications

The topic is interdisciplinary and can be approached in different ways. We will co-decide on the narrow scope of the project, depending on your interest. The below skills would be highly appreciated:

- Confidence to interview senior stakeholders
- Resilience
- IT competence (excel)

How can you apply?

You can apply regardless of your field for this thesis topic. Please send a synopsis and your CV to thesis@arlafoods.com no later than November 1 2015 with the subject name "02 MARP". You will be notified whether your synopsis has been chosen by the thesis advisor for cooperation no later than November 13 2015.