

Things to keep in mind

For companies

- Invest in designing a training programme. Don't assume that a fresh hire will take care of himself
- Rotate fresh hires across geographies if you have a multi-city operation. Rotate them across functions. Assume you are training future CEOs
- Don't treat fresh hires as film stars. The rank and file of the company will resent it
- Give them tough markets to crack and lots of front-end work
- Use some of these training modules to retrain the rest of the staff

Source: E. Balaji, Vinod Nair

For students

- Network. Not to get the next promotion, but because not everything in a company is written down. Meet people
- Imbibe the culture of the company. Most companies train fresh hires for that elusive 'culture fit'
- Be energetic and enthusiastic. Don't plot out which projects you can and can't do. Most companies will rotate you in geographies and functions. Take time to explore each
- Participate in company events
- Get your hands dirty with some real work

Source: Anuradha Narasimhan