

# First

Of-a-kind World Class  
University Programme

Preparing tailor-made  
employees for your company



ALU

# AFRICA'S TALENT CHALLENGE



With more foreign investment flowing into the continent, the key to tapping into Africa's rapid growth is access to world-class, local, African talent that can help companies execute all their growth opportunities facing them.

1

It is often difficult to find high-caliber local African talent in an efficient manner

2

Most graduates do not have skills that make them effective for working in companies. They often lack effective skills for team work, professional communication, project management, leadership and problem solving. They also lack contextual knowledge about the company's strategy, products and cultural norms.

3

In rare instances when companies find exceptional talent, they have to compete with other companies in the market for this talent

# THE ALU SOLUTION





WE FIND

# AFRICA'S MOST TALENTED



**We select** Africa's most talented young people, develop the skills they need to be effective, give them contextual knowledge about your company.

Depending on how you structure your relationship with ALU, **we guarantee** at least 3 years of service from these 'custom designed' employees who can hit the ground running from day 1



3%

out of our  
applicants are  
accepted

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ALU uses a very sophisticated method to select applicants with the greatest potential. Within 60 days of opening admissions to ALU's first campus in Mauritius, ALU receives 5,800 applications from 52 African countries. Only 180 receive admission

# WE DEVELOP WORK-READY HIRES



## THE PROBLEM

One of the greatest frustrations facing corporate hiring managers is hiring recent graduates who aren't accustomed to being effective in the work place. Companies spend a huge amount of energy and time on-boarding new hires each year. ALU aims to significantly reduce this frustration via "The ALU solution"

## " THE ALU SOLUTION "

- 1 SKILLS, NOT THEORY
- 2 WORLD-CLASS CURRICULUM
- 3 CUSTOMIZED LEARNING

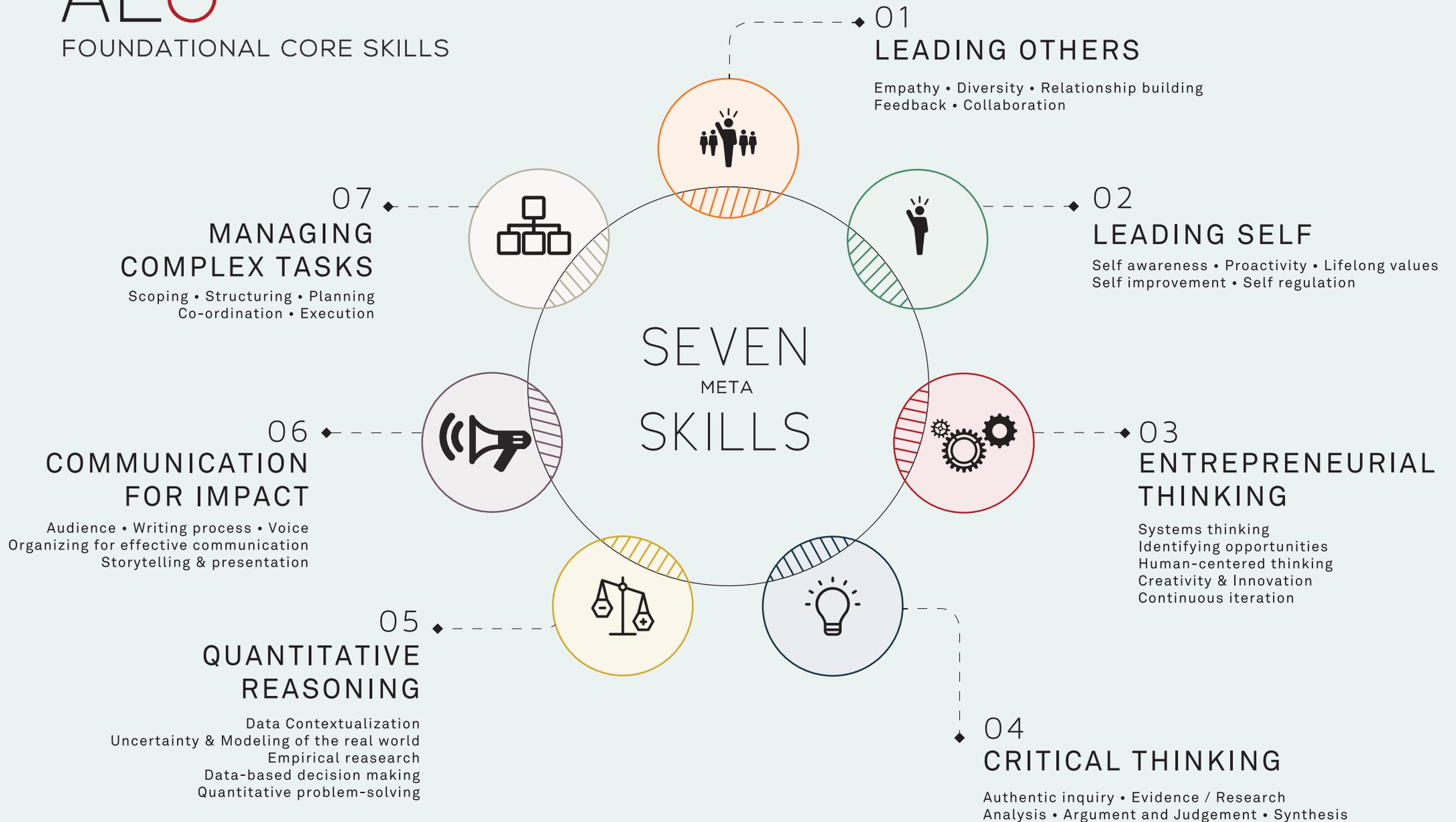


# “SKILLS, NOT THEORY”

At ALU, we believe that skills matter far more than academic knowledge, and we take an explicit approach to developing ‘21st Century skills’ in each graduate. Our students learn how to work in teams, collaborate, think critically, communicate, solve problems, manage projects and lead. ALU’s unique peer-learning methodology, project-based curriculum, and real-world application are reinforced until the students graduate

# ALU

## FOUNDATIONAL CORE SKILLS



# WORLD CLASS CURRICULUM

ALU has developed a unique model of delivering world-class knowledge that students need to be successful in your company. 100% of students who go through ALU will take a foundational course in business offered in conjunction with Harvard Business School Primer, regardless of their major

# ALU

LEARNING CYCLE



# WE MATCH THEM TO YOU

Students who enroll at ALU can either fund their own education or they can choose to be fully sponsored by one of our corporate partners for the duration of the three year program.

Students spend 4 months of each year completing work placement at company.

In this way, your organization will be able to accurately forecast its future hiring needs and secure access to top tier, customized talent without having to compete with other top tier firms for this specially trained talent.

# 4

ALU has designed a model that allows companies – if they desire – to ‘lock in’ future employees for their entry level jobs.

# MONTHS / YEAR

# CUSTOMIZED LEARNING FOR YOUR COMPANY

Students learn all about the company's strategy, products, values, cultural norms and expectations before they arrive at work. ALU collaborates with the company to design this curriculum to ensure that students are as prepared as possible for their first day of work.



# RETHINK THE WAY YOU HIRE

Traditionally, companies have no relationships with future employees they graduate from university. Then, almost overnight, the company begins a fully-fledged relationship with the employee, and is suddenly investing about \$25,000 in that employee's first year of pay.



We believe that this 'zero to 100%' model is fraught with risk. Instead of waiting until the age of 22, we believe that companies should hire talent 3 years before they need the talent, and then collaborate with ALU to train that talent specifically for themselves. The company can make incremental investments in both time and money (example: \$10K/year<sup>1</sup>) in the future employee to get them ready for work over a more gradual process. By the time the student graduates, the company would have had the opportunity to analyze a full year of a student's real life work experience and make a decision on whether they wish to commit to the student moving forward.

# A UNIQUE FOUNDATIONAL PREPARATION

ALU is delivering a unique foundational core program that develops practical skills its students need to be effective from day one as entry-level hires in your company. Every ALU student—irrespective of major—is immersed in this mandatory foundational core program. In year 1, 100% of student time is dedicated to the core program to ensure complete preparation for the first internship with you. In the following years, students begin to specialize in their chosen fields (engineering, computer science, business, accounting, humanities, etc) and also continue to engage in the core program for 20-30% of their time.

# ALU FOUNDATIONAL CORE

The ALU foundational core includes six key areas of focus

## DATA & DECISIONS

**1** Our students learn how to interpret, analyze and manipulate data to make decisions in the real world. The curriculum for the course is curated in applied analytics skills and a simulation platform developed by pioneers in applied quantitative decision making. Students also learn how to build quantitative models from a Wall Street analytics-training firm which prepares graduates for careers with top Investment Banking and Private Equity firms.

## PROFESSIONAL COMMUNICATION

**2** This course focuses students on writing, presentations and public speaking for the workplace. Students learn to effectively use professional formats (emails, executive summaries and opinion pieces) through daily practice. The presentation and public speaking modules are delivered in partnership with the Goodman Center, delivering a world-class curriculum that only speakers at global conferences such as TED have access to.

## PROJECTS

**3** ALU has partnered with companies to curate for high-performing entry-level hires. Students are assigned teams under faculty mentors to deliver real world solutions to partner companies, and experience challenges in solving real world problems and developing a cross-section of skills. These include project management, working effectively in teams and effective 'upward management'. Students receive feedback from their managers at the partner company about how their deliverable compared to the actual employee's work. By the time an ALU student arrives for their first internship with you after just 8 months on campus, they would have been involved in 8-10 such simulated projects for real companies from a wide variety of industries.

## ENTREPRENEURIAL LEADERSHIP

4

This programme combines two critical skills – leadership and entrepreneurial thinking – aiming to develop students into leaders with entrepreneurial mind-sets: an orientation towards action, making judgements when facing dilemmas, creativity, thriving within constraints, design thinking, and human-centred solutions. Students develop skills around leading themselves, leading others and leading systems change. This is delivered through actual, hands-on enterprise

## COMPANY-SPECIFIC CURRICULUM

5

All employees should develop a basic understanding of your company before they arrive. Together, we will curate content about your ways of working and necessary technical knowledge. This course will be delivered to students joining you for their first internship, through ALU's unique learning model; including online delivery, peer learning and faculty mentorship

## HBX-HAVARD SCHOOL PRIMER

6

At ALU, we believe that every university graduate – regardless of major – should have an understanding of business. We have partnered with Harvard Business School to deliver a business 'core' for all students, focusing on business analytics, economics and accounting. It is delivered on an interactive online-platform by professors from Harvard Business School.

# ALU GLOBAL ADVISORY COUNCIL



LEFT TO RIGHT; TOP TO BOTTOM

Fred Swaniker (Founder of ALU & the African Leadership Group) Graça Machel (Former Minister of Education; Mozambique) Pamela Gillies (Principal and Vice-Chancellor, Glasgow Caledonian University), Margaret Nkrumah (Former Vice President, SOS-Kinderdorf International) Susan "Santie" Botha (Chancellor, Nelson Mandela Metropolitan University), José Zaglul (President, EARTH University, Steve Boehlke (President & Founder, SFB Associates), Eric Mazur, (Professor of Physics & Applied Physics: Harvard University. World's leading expert in peer learning), Marina Gorbis (Executive Director of the Institute for the Future: research institute at the forefront of new ideas and practices worldwide), Debra Dunn (Former HP Executive and Faculty member at Stanford University's Hasso Plattner Institute of Design & board member of the Skoll Foundation, B Lab and IDEO.org), Rusty Grieff (Chief Strategy & Development Officer at Learnist, a leading community of expert curated knowledge), Fenton Whelan (Founder and CEO of Acasus: Startup dedicated to improving access to government services including education & healthcare for vulnerable citizens), Brian Herlihly (Founder and CEO of Black Rhino Group and Founder of SEACOM, a \$600 million submarine fiber optic network that was the first to connect East and South Africa to Europe and Asia), Katherine Klein (Vice Dean of Wharton Social Impact Initiative, Edward H. Bowman Professor), Richard Miller (President of Olin College of Engineering, the most innovative engineering school in the USA), Conrad Wolfram (Founder and MD of Wolfram Research Europe and world renowned reformer of mathematics education)