

# Management Trainee Program APAC Year 2020

# FedEx Philosophy



**P – S – P**

We take care of our **People** so that they can deliver impeccable **Service** to our customers who will give us the **Profit** necessary for FedEx to be successful.

Through our P-S-P philosophy, we have a work environment that encourages employees to be innovative in delivering the highest possible quality of service to our customers. We care for our employees' well-being and value their contributions to the company.

## Why with FedEx Trade Networks?

# The Right People

FedEx is constantly on the look-out for talented people who share the basic qualities of honesty, enthusiasm, creativity and respect for co-workers and customers.

As a global company, FedEx embodies a culture that respects diversity and strives to develop all its employees to their fullest potential. Management understands that FedEx will only continue to be successful with fully dedicated employees.

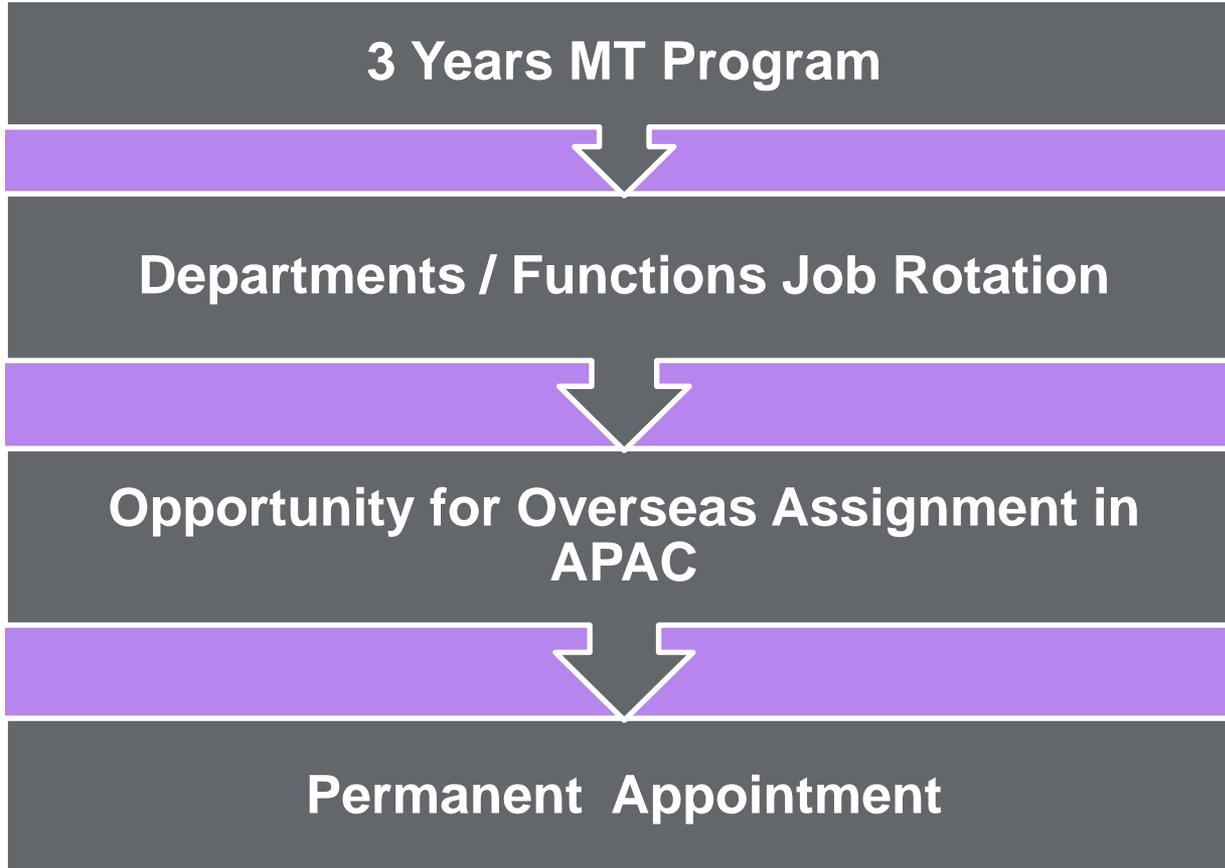
This is core to our philosophy of People-Service-Profit.

## Growing at FedEx

FedEx puts its people first because employees are our most important asset through which we can achieve our business goals. FedEx has led the industry in creating employee-focused programs to promote positive internal communications and staff development.

- Open Door
- Listen-Learn-Act
- APAC e-Learning

# Management Trainee Program Structure



**Training will consist of practical on-the-job training and project-based training**

# Development Opportunities for Management Trainee

- Job rotation in different operations & supporting functions departments
- Soft-skill training including QDM, Leadership Foundations, Living PSP, Interview Skills Training, Customer Services Workshop, etc.
- Opportunity for exposure to a variety of overseas offices in APAC region
- Special projects & assignments
- Mentoring & Coaching
- Organizing company events and involvement in CSR

# Job Rotation

<b>Assignment Period</b>	2 weeks	Assignment Department and Routing is subject to management review and approval for each MT					
<b>Assignment Department</b>	Human Resources	Air Operations	Ocean Operations	Sales	Value-Added Services	Products	Overseas assignment / Supporting Functions
<b>Assignment Activities</b>	Company culture awareness, HR orientation, site visits, meeting with Management Team, QDM for apprentice, E-learning from FLC	Job shadowing in daily operations to learn industrial knowledge, market practices, operation flows, systems and customer services.	Job shadowing in daily operations to learn industrial knowledge, market practices, operation flows, systems and customer services.	End-to-end sales process from selling skills, market trend analysis, customer targeting, quotation preparations, <u>business close</u> and close-deal follow-up.	Familiarization with RDC operations & WMS via duty on site  Solutions Planning and cost model preparation	Knowledge of FTN products, market insights, business opportunity identification, tactics of RFQ preparations	Job shadowing in daily operations subject to department and business needs
<b>Deliverable and Assessment</b>	For each assignment period, the MT is required to complete both of the following reports: 1) A self-evaluation report at the end of each assignment detailing what was learned; and 2) A report, using QDM concepts and tools, and with suggested changes for the department must be presented formally to the mentor, coach and HR representatives.						

# Who we want to Hire?

To be qualified as one of our valued Management Trainees, you should be:

- ✓ University graduate
- ✓ Strong interest in logistics industry and enthusiastic to join FedEx
- ✓ With P-S-P competencies as below

<u>People</u>	<u>Service</u>	<u>Profit</u>
<ul style="list-style-type: none"><li>• Communication</li><li>• Leadership</li><li>• Teamwork</li><li>• Relationship building</li><li>• Negotiation</li></ul>	<ul style="list-style-type: none"><li>• Problem solving and judgment</li><li>• Accountability and dependability</li><li>• Energy and stress management</li><li>• Customer-focused</li><li>• Creative and innovative thinking</li><li>• Quality management</li><li>• Ethics and integrity</li><li>• Planning and organizing</li><li>• Flexibility &amp; adaptability</li></ul>	<ul style="list-style-type: none"><li>• Results Oriented</li><li>• Analytical-minded</li><li>• Time management</li><li>• Self-learning and development</li><li>• Decision making and judgment</li><li>• Logical and rational thinking</li><li>• Resource management</li></ul>

# Join Us...

**Dec - Mar**

- Open for Application

**Mar - May**

- Screening
- 1<sup>st</sup> Group Interview
- 2<sup>nd</sup> Panel Interview
- Final Interview

**June**

- Make offer

**July**

- Onboard

## Apply through

- Scan the QR Code



- Application Deadline: Mar 15, 2020