

2011年12月底，刚从英国留学回来的我有幸加入了贺利氏财务培训生项目，这是一个成熟的国际化项目，到2013年已经举行了6届，培训生分别来自德国、美国和中国三个不同国家。项目历时一年半到两年。在此期间，我们会在不同业务集团，不同地区的财务相关领域进行四个到五个轮岗，例如会计、审计、税务甚至贵金属贸易、集团控制部等；贺利氏是一家国际性的跨国企业，拥有六大业务集团，在全球有120多家分公司，因此从业务和行业的角度来说，我们被赋予了很多自主选择权去到自己感兴趣的领域和行业进行轮岗。在培训生的职业发展方向上，贺利氏并不设定单一的职业目标和轨迹，更多的是尊重我们自身的发展需求，结合公司的发展情况，由导师和我们共同来协商制定职业发展途径和计划。我的导师，一直持续不断地在各个阶段对我的指导与建议，让我受益匪浅。除了日常的工作和在职培训外，公司每年都会组织全球性的研讨会，来自各地的培训生会集聚一堂，共同学习知识，分享经验。既能在相关领域的不同职责部门进行体验和选择，又能领略不同的业务领域和行业，经历不同国家、文化环境和工作氛围，是我觉得这个培训项目最吸引人的地方，也是非常有价值的独特经历。

Having just returned from studying overseas in England, I had the good fortune to enter the Heraeus Finance Trainee Program in December of 2011. This is a very international, established program which had already taken place 6 times as of 2013. Participants hailed from Germany, the US and China. The program lasted between 1.5 and 2 years, in which time we had 4 to 5 rotations at different locations in various business groups, as well as in finance-related fields such as accounting, auditing, taxation, or even in departments such as precious metals trading and corporate controlling. Heraeus Group is a global enterprise with 6 main business groups and subsidiaries in more than 120 countries around the world. Therefore, from a business and professional perspective we were given a lot of freedom to choose the rotational assignments which appealed to us. In terms of professional development paths available for trainees, Heraeus does not specify only one single professional objective, or one single track. The company is in fact quite respectful of our personal development needs. We are provided advisors to work with us to develop professional trajectory plans that take into account the current business environment as well as our personal goals. Throughout every stage of the program, my advisor constantly provided me with guidance and suggestions which were enormously beneficial. Aside from the everyday work tasks and on-the-job training, the company also organizes a global symposium each year where trainees from all over the world can come together for the purpose of gaining new knowledge and sharing their experiences.

	<p>I think the most appealing aspect of the program is the way it not only gives trainees a choice of various departments to become acquainted with, but also how it offers2 them a taste of the different business areas and professional specializations while experiencing different countries, cultures and working styles. It truly is a unique and valuable experience</p>
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