

MIT LEADERS FOR GLOBAL OPERATIONS

# LGO student engagement planning

# Building relationships – best practices

- Utilize LGO guides to support student experience and relationship development
  - [Recruiting Best Practice Recommendations & Offer Strategies](#)
  - [Supporting the LGO internship experience](#)
- Maintain a consistent presence by attending and hosting events
  - Include student's significant others in events you host when possible
  - Offer coffee chats virtually and when on campus (e.g., Operating Committee, Partner Intros, prior to internship project development and interviews and in anticipation of fulltime hire recruiting)
  - Share about internships, career opportunities, and potential career trajectories
- Leverage LGO alumni in your company
- Support the internship experience – students will share this with classmates
- Review student career interest data and reach out to students you are interested in (connect them with roles in other divisions when needed if you can)
- Communicate recruiting process and timeline clearly maintain regular contact

# Key touch points

- Operating Committee participation spring and fall – connect with other partners, students, and faculty, and participate in the program operations
- Summer company engagement – first impression for new class
- Summer/Fall –Virtual and on-campus coffee chats to engage student interests for internships and full-time hire
- Midstream Review (May and September) – exposure to full scope of projects; pre-recruiting and pre-internship connection to students
- Recruiting week and receptions – supports full-time hire recruiting and receptions can support virtual internship interviews
- Domestic Plant Trek – expose students to company culture and operations
- Coffee Chat Hours- throughout the year
- Alumni job requisitions (collected quarterly for LGO Alumni Newsletter) / ask Alumni to post jobs to the [LinkedIn LGO Alumni Group page](#)

# Recommended engagement strategies / costs - Spring

## January: Domestic Plant Trek (DPT)

- When feasible
- First-year students visit LGO partner sites
- Recommended: include internship supervisors, line managers, recruiting / talent acquisition teams, and senior leaders involved in hiring decisions
- Costs: LGO fee + any onsite costs

## March: International Plant Trek (IPT)

- When feasible
- Both classes travel to international plant locations (partners, sister programs, and more)
- Recommended: include internship supervisors, line managers, recruiting / talent acquisition teams, and senior leaders involved in hiring decisions
- Costs: any onsite costs

## Spring / Just-in-Time Recruiting

- Career interest profiles of students still in market sent to partners
- Connect virtually or on campus with students who indicated interest

# Recommended engagement strategies / costs – Spring (cont'd)

## Operating Committee Meetings (April and September)

- LGO-hosted reception the evening before includes students
- Partners can offer coffee chats while here (we provide space)
- Costs: travel

## Midstream Review (May and September, hybrid)

- Exposure to full scope of projects
- Pre-recruiting (2Y) and pre-internship (1Y) connection to students

# Recommended engagement strategies / costs - Summer

## June – August: Summer Partner Intro Series

- This can be hosted by new partners off-cycle
- Participant and content guidance here
- Can offer reception (jointly hosted with other partners) and coffee chats (we provide space)
- Costs: travel and 1/3 jointly hosted reception (typically \$2000-\$3000 per team depending on venue)

## June – August: Summer Plant Tours

- This can be hosted by new partners off-cycle
- Recommended: include internship supervisors, line managers, recruiting / talent acquisition teams, and senior leaders involved in hiring decisions
- Costs: LGO fee + any onsite costs

## July – September: Virtual engagement with 2Y students considering full-time roles

- Follow up directly with students who provided career interest profiles (sent in summer)
- Info sessions, 1:1s, group drop-ins
- Alumni engagement helpful if available

# Recommended engagement strategies / costs – Fall

## LGO on-campus interview week

- Can host receptions with one or both classes
- Can offer coffee chats to first-years interviewing (virtually) in fall and spring for Feb- and June-start internships
- Partners focusing on spring/just-in-time can host exploratory/discovery conversations, coffee chats, receptions
- Costs: travel + any costs for receptions / dinner invites to candidates

## Operating Committee Meetings (April and September)

- LGO-hosted reception the evening before includes students
- Partners can offer coffee chats while here (we provide space)
- Costs: travel

## Midstream Review (May and September, hybrid)

- Exposure to full scope of projects
- Pre-recruiting (2Y) and pre-internship (1Y) connection to students

# Recommended engagement strategies / costs – Ad hoc

## Ad hoc coffee chats when on campus for other activities

- Format: 1:1 meetings, group drop-ins
- Engage with one or both classes to support internships and recruiting
- 2Y students are on internship Feb-August and June-December (additional virtual options appreciated)
- Costs: some teams offer refreshments (but not often, and this is not required)

## Alumni job requisitions

- Collected quarterly for LGO Alumni Newsletter ([posted here](#))
- Ask Alumni to post jobs to the [LinkedIn LGO Alumni Group page](#)

## Alumni engagement

- Very helpful for all activities
- Let us know when/if at some point you'd like to talk about how some companies approach this