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Graduate Programme

A black and white photograph of a person standing on a beach with their arms outstretched horizontally. The person is silhouetted against a bright, hazy sky, likely at sunset or sunrise. The beach is visible in the foreground and middle ground, with waves breaking in the distance. A dark blue circular graphic element is positioned on the right side of the image, containing white text.

Oxyor provides financial learning and development services globally. We help professionals – from interns to board members – to maximize their performance both as individuals and as teams in the financial marketplace.

Taking financial learning and development to the next level

Oxyor provides financial learning and development services globally. We help professionals - from interns to board members - to maximize their performance both as individuals and as teams in the financial marketplace.

At Oxyor, we recognise that the success of your business is increased when you are surrounded by multi-disciplined, talented and experienced professionals with a dedicated, hands-on mentality. Their skills enable you to achieve your business goals.

Finding, attracting and retaining talented professionals in today's highly competitive job market is not easy. Numerous staffing surveys highlight the difficulties of maintaining and increasing a competent talent base within the financial services sector. In the first place, the annual demand for young professionals in the financial markets is significantly higher than the supply from universities.

Secondly, a large proportion of senior employees will be retiring in the coming years. Finally, the work experience and understanding of the industry that



are essential to compete and succeed in today's markets take several years to develop.

Time is a precious commodity, which is why it is critical to reduce the time required before your recent recruits are fully functional. Oxyor is uniquely able to produce measurable skills development in a condensed time frame, forming unparalleled professionals in a cost-effective manner.

We aim to enrich your business by fully utilizing your staff's potential and 'unlocking' their hidden talents and abilities. Our extensive range of training tools and business experience bridge the gap between pure financial theory and superior practical work performance, providing you with the motivated experts you need to get the job done.

Forget limitations and explore possibilities

At Oxyor, we believe that training is the ultimate tool to unlock a person's full potential. Training is the way to explore possibilities rather than focus on limitations.

In order to ensure maximum performance after the training, and therefore add most value to your business, our training is tailored to a desired outcome. It is also well-balanced, ensuring that the learning results are clearly visible, measurable and the acquired skills are immediately usable.

Training has several facets. Oxyor's holistic view and multi-discipline approach substantially enhances technical as well as interpersonal skills, adding lasting value to your business.

This is especially true with Oxyor's tailored training solutions that provide individuals and teams with improved knowledge and skill sets that enable them to operate with more confidence and flexibility in their work environment.

Pre- and post-training tests in combination with our extensive range of simulations, business presentations, individual and team assignments, enable us to determine performance improvement of individuals and teams. We also coach and monitor changes in behavior. Based on our vast practical experience, we are fully capable of assessing your staff's performance improvement. This will enable you to easily identify excellence, potential management skills or individuals who need extra attention.

After each training, we measure the participants' initial response to the training using online evaluations. One of the main functions of the evaluations is to determine the participants' confidence in applying the new skills and evaluating the main learning points.

Aftercare is a principle of paramount importance at Oxyor. The coaching provided during the training is offered and available on a continuing basis after completion of the training.

Oxyor's Graduate Programme

At Oxyor, we strongly believe that the structure and quality of our training programmes are superior to comparable training programmes currently at offer to most financial institutions, including those delivered internally.

The programmes that Oxyor offers are also more cost effective than comparable programmes due to the holistic and integrated approach and are therefore better value-for-money alternatives for our clients.

All programmes developed and arranged by Oxyor are objective driven and outcomes based. It is clear from the outset what skills, knowledge or technical expertise the participants should be able to demonstrate after a session or a full programme. The methodology is practical, interactive, and 'multi-disciplined'. It involves a number of elements to enhance the participants' learning curve to a maximum.

Another key element of the success is the individual coaching and mentoring provided to participants during the training.

The various programme elements may include traditional classroom training, e-learning, distance learning, verbal and written case studies, morning meetings, presentations by the participants, simulations (markets, portfolio management, credit risk, asset & liability management, client pitches) and personal development exercises such as peer reviews and MBTI.

The case studies are all developed specifically for the level of the participants and the desired market, using the most recent financial information from actual companies. Additionally, the simulations use actual price data, economic news and company press releases from a recent day.

“Oxyor challenges – we set achievable stretched objectives that unlock potential and hidden talents.”

We believe that a successful banking professional needs to know a lot more than his or her own area of specialty. This is reflected in our holistic approach to learning.

As an example, one trainer may cover short-term interest rates, while the next day another trainer will discuss Interest Rate Parity and its implied impact on currencies. Yet another day, another trainer will take up the use of short-term interest rates in building a swap curve, while later on in the Corporate Finance section we might discuss the advantages of funding at the short end of the yield curve versus the long end.

After the programme the sponsors will receive employees (participants) who have greater knowledge, skills and confidence, are more productive and who contribute more to their organisations.

Another key element of the success of Oxyor’s programmes is the individual coaching and mentoring provided participants before, during and after the training.



The intensity and long working days, in combination with the very practical learning style, give the participants the opportunity to gain a high level of knowledge and skills in a very short time, thereby also making Oxyor programmes very cost efficient.

Oxyor can also offer client organisations the benefit of its extensive experience in evaluating the performance of participants.

Benefits of the Oxyor Programme are:

- an integrated approach
- building useable skills
- real-world simulations on a daily basis
- personalised feedback, mentoring and coaching
- develop professional skills

A typical day in a Graduate Programme

A typical day starts at roughly 07.30 with each individual reviewing the news and markets from the previous day and forming an opinion of the coming day.

At 08.30 we begin our daily morning presentations where two or three participants present their view of the movements in the markets with recommendations for the day. The presenters are given feedback by their peers and the training staff.

There is typically a morning lecture session, applying concepts from pre-reading from the night before and application to the case studies. During breaks and lunches, the participants usually spend most of their time reviewing market and corporate news and managing their simulated portfolios of real securities, currencies and commodities.

The afternoon session is typically more case focused with lots of team exercises. The training day usually ends at 18.00, but most participants stay for additional one-on-one tutoring by the



training staff or reviewing concepts with other participants. Others will be receiving more formal feedback from their morning presentation and maybe receive coaching regarding soft skills.

The participants also complete their case assignments and pre-reading for the following day, usually ending their day somewhere between 19.00 and 20.00. Those participants who are assigned the morning presentation for the next day usually spend several more hours in preparation. Additionally, many of the case studies span the weekends, along with pre-reading, such that an average week would comprise approximately 60–75 hours.

“Oxyor is an active participant in the markets. We are part of the business and stay up-to-date with the latest financial developments.”

It is important to note that the training staff is just as committed to the programme and generally among the first to arrive, the last to leave and also contribute time over the weekends as well.

This provides several key advantages, including a more in-depth knowledge of the participants, their work ethic and ability to take feedback as well as demonstrating to the participants their importance in the programme and to their sponsoring organisation.

The unique holistic view and intensity built into this form of training is very close to the normal tasks of commercial bankers and therefore very realistic to the participants' future needs. This approach also helps embed the concepts and skills, as the participants 'live, eat and breathe' the topics.

Oxyor also believes that due to this approach, the participants are better prepared and equipped to cross-sell products, demonstrate best practices



and achieve immediate performance improvement when returning to their work after the training.

Although the participants will face a steep learning curve, they will be rewarded with the ability to return to their (post-programme) positions with a skills and knowledge base which is much more practically useful than after traditional training programmes. They will possess greater understanding of the financial world, be able to make immediate contributions to their organisations and be able to position themselves to accept and perform with greater responsibilities within their organisations.

Graduate Programme example

The participants for this type of training are assumed to be recent university graduates hired as line professionals by the sponsor organisation for assignments to departments such as Client Groups, Corporate Finance, Financial Markets, Risk Management and Project Finance, amongst others.

They will typically have less than two years of front-office experience in a large, international banking environment. Most of them have been recently hired by the bank and some may have limited experience, such as one or more rotations each lasting several weeks. Care will be given to adjusting each delivery for the specific needs of the participants.

We recommend a maximum of 20 participants per programme. Our experience has shown that this is an ideal number for team building, sharing experiences and exercises and for feedback and coaching. Also there are logistical and software license restrictions that make this an ideal number.

Oxyor has worked with programme participants from all over the world, with different cultural



and technical backgrounds, we are confident that Oxyor is well equipped to guide your participants to their next level.

Oxyor's programme participants have come from top educations and universities and from humble origins alike. Their banking experience has varied from nil to several years in investment banking and Oxyor has achieved overwhelming success in meeting the required objectives set by our clients. This experience, together with our technical skills and personal development capabilities, provides Oxyor with the right platform to put together a state-of-the-art training programme for your organisation.

Graduate Programme outline

During a needs analysis we will assess what parts are most appropriate to include in a tailor made Graduate Programme for your organisation and we include your needs in a firm proposal. The following schedule is an example of what that might look like.

As shown in the outline, we encourage business visits to the programme. Next to the daily morning presentations, the programme will also include a number of case presentations.

Week	Monday	Tuesday	Wednesday	Thursday	Friday	Sat.	Sun.
1	Programme opening	Market impacts & using financial information	Business writing	Presentation skills	Team awareness	Pre-reading	Pre-reading
	Incoming test						
	Intro of various programme items						
Week	Monday	Tuesday	Wednesday	Thursday	Friday	Sat.	Sun.
2	Equity markets	Fixed income	Money market (derivatives)	Credits & derivatives	Markets CASE	CASE	CASE
	Equity capital markets	Markets simulation	Yield curves	Capital markets derivatives	Markets simulation	Pre-reading	Pre-reading
		Business visit	Evening activity	Business visit			
Week	Monday	Tuesday	Wednesday	Thursday	Friday	Sat.	Sun.
3	Equity derivatives & option strategies	Modelling derivatives	Markets products CASE	Intro to Enterprise Risk Management	ERA Operational risks	Pre-reading	Pre-reading
	Option risks & trading	Structured products	Presentation	ERA Strategic risks			
		Business visit	Markets simulation	Business visit			
Week	Monday	Tuesday	Wednesday	Thursday	Friday	Sat.	Sun.
4	ERA Financial risks	ERA modelling	ERA CASE	ERA CASE	Intro to Credit Risk Simulation	CASE	CASE
		Business visit	Evening activity	ALM simulation	Business visit	Pre-reading	Pre-reading
Week	Monday	Tuesday	Wednesday	Thursday	Friday	Sat.	Sun.
5	CRS Simulation	CRS Simulation	Intro to Asset & liability management Simulation	ALM simulation	ALM simulation	Pre-reading	Pre-reading
		Presentation		Business visit	Presentation		
Week	Monday	Tuesday	Wednesday	Thursday	Friday	Sat.	Sun.
6	Valuation	Valuation	Valuation	Valuation	Outgoing test		
		Business visit		Business visit	Presentation		
				Evening activity			

