



Shaping the Future
of New Zealand's
Next CPOs

**Chief People Officer
Vantage Programme
2025**

He aha te mea nui o te ao
He tangata, he tangata, he tangata
What is the most important thing
in the world? It is the people, it is
the people, it is the people

**People are core
to an organisation's
success.**

**Are you ready to
lead?**

We are committed to shaping
the future of New Zealand's
next Chief People Officers.

The Deloitte CPO Vantage
Programme is designed to
connect, inspire, and enable
emerging People and Culture
leaders who are on track to
be a future Chief People
Officer.

CPO Vantage Programme 2025

Overview

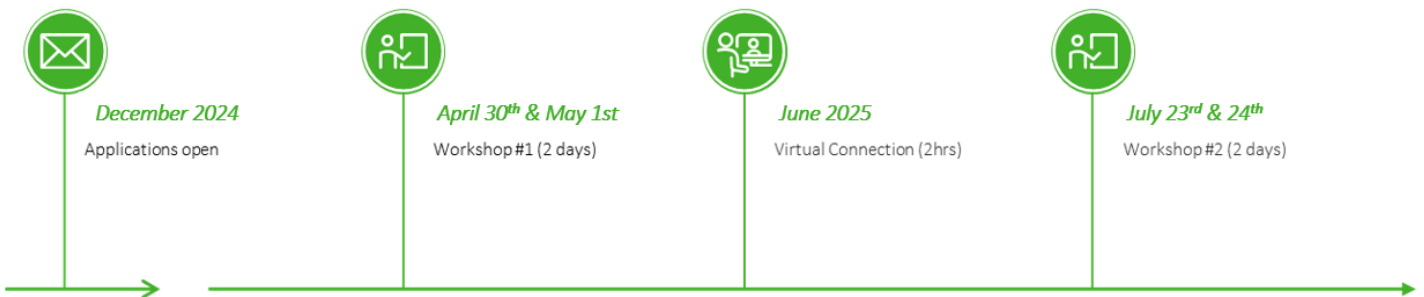
With technical and societal disruption occurring at an exponential pace, it is critical to develop future People Executives who can help their organisations navigate a rapidly changing world. This programme is designed to connect, inspire, and enable emerging People and Culture leaders who are on track to be a future Chief People Officer.

Programme Structure

The programme offers aspiring People Executives a unique opportunity to join a targeted cohort that:

- Allows them to connect with other senior practitioners within the profession;
- Inspires and enables them to strengthen their capability; and
- Positions them to successfully navigate a changing world as a future senior executive

The programme will consist of a series of in person workshops and virtual connections over a period of 3 months



DURATION

2x 2-day in person workshops
and
1x 2-hour virtual session
(Approx. 35 hours of contact time)



FORMAT

Facilitated by Deloitte Human Capital experts with attendee involvement and contributions from industry experts and leaders. ~15 participants in the cohort.



COST

\$4,950 + GST per person

Alumni Feedback



Absolutely recommend the programme and will definitely stay connected with all the exceptional leaders in our cohort. Feeling grateful and privileged to have been a part of this amazing, now alumni group.



I valued the encouragement to think more about strategy and being more deliberate about what we do in our roles and the role of the CPO. Also great to have made strong connections with others in similar situations.



Thanks for creating this course and the opportunity to meet some amazing people on the course and the presenters at Deloitte.



Our Programme Pillars

Our programme is anchored in three core tenants designed to create experiences that connect, inspire and enable participants:



Connect

Senior HR leaders from similar organisations, build networks and leverage shared experience and opportunities to collaborate.



Inspire

Lift capability through the provision of ideas, insights and connections.



Enable

Provide practical insights to enable the next generation of People Executives to meet business challenges.

Many organisations are actively seeking ways to **upskill and enable their People and Culture talent.**



23% of workers believe their leaders have the necessary capabilities to manage in a disrupted world.



78% of workplaces indicate they lack the right HR capabilities to meet their business needs.



Leading the way on digitally empowering workers is three times more likely to deliver annual growth in excess of 20%.

Source: 2023 Deloitte Human Capital Trends report

Curriculum Themes

Showcasing **specialist topics** relevant to the profession



Climate and Sustainability



Building a People Strategy



HR Transformation in a Disrupted World



Governance



Harnessing Data-Driven Outcomes



Deloitte Case Studies and Frameworks

Guest speakers sharing their knowledge and experience



- Board Members and senior executives
- CEO guest speaker
- Deloitte thought leaders
- Chief People Officers guest panel
- Chief Financial Officer guest speaker
- Gen Z guest panel

Delving into **thought leadership** and market trends



The Future of Work



Leveraging Human Capital for Performance



Service Design and Customer Centricity



Deloitte Millennial and Gen Z Survey



Deep-dive on Deloitte Human Capital Trends

Identifying **core capabilities** to prepare for executive level roles



Strategy Development and Delivery



Cultural Competence



Business Acumen



Innovative Leadership Through Disruption



Change Leadership



Developing a risk Mindset



Executive communication and presence

Programme outcomes

For programme participants



Connection

Connect with senior HR leaders from similar organisations, build networks and leverage shared experience and opportunities to collaborate



Development

An opportunity for development appropriate to current career stage among a cohort of practitioners from organisations who are facing similar challenges



Space to reflect

Dedicated time away from the day job to focus on your own development, learn new ideas and industry insights, and to reflect and plan your own career journey

For participant's organisations



Investing in your talent development

Provide your people with a unique opportunity to dedicate time to their own development and networking



Energise your people

Your people will return to your business with fresh ideas, market insights, and increased capability



A catalyst for growth

The programme provides and opportunity to leverage a talent pool of future focused people leaders enabling capability uplift and sustainable succession planning

Ready to Learn More?

CPO Programme Leaders



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