



*Equipping you to be trusted
strategic partners*

HR Business Partner
Capability Accelerator
Programme



Developing the HR leaders of tomorrow

As the world of work continues to evolve rapidly, HR business partners (HRBPs) have become increasingly critical. HRBPs have a complex role to play, aligning strategic business objectives with human resources practices while acting as advocates for employees.

In recent years, HRBPs have faced an ever-increasing range of challenges, such as integrating new technologies, increased focus on diversity and inclusion, remote work, and the need to enhance employee experience. Consequently, HRBPs need to acquire new skills to keep up with these changes and deliver effective, efficient HR solutions in their roles.

Deloitte's HRBP Capability Accelerator Programme (HRBP CAP) is designed to equip HRBPs with the skills and knowledge needed to excel in their roles. The programme aims to provide participants with an understanding of the current and future states of HR and equip them with a broad range of technical and behavioural skills to overcome challenges that lie ahead.

The HRBP CAP is a critical stepping stone for HRBPs looking to create a lasting impact for their organisation and build credibility as trusted, capable business partners.



Programme objectives

To help participants reach their goals, the HRBP CAP has been thoughtfully designed to help HRBPs meet the demands of tomorrow

Overview

- The HRBP CAP is a **13-week journey** that will engage participants with sessions conducted by Deloitte subject matter experts, instructor-led training sessions, relevant and applicable case studies, and group and individual assignments.
- Throughout a broad curriculum in **4 learning-intensive full-day workshops**, home assignments, technical skills trainings and a final ceremony, emphasis will be placed on active engagement with learning, practical applications of skills on-the-job, and connection.
- With an accomplished roster of speakers, facilitators, and subject matter experts, the HRBP CAP is a prime opportunity to get immersed in **best practices, thought leadership, and critical trends** in the HR industry.

Principles



BUILD CONFIDENCE IN FUNDAMENTALS

Understand critical fundamental concepts in HR across a diverse range of topics including employee lifecycle, Strategic workforce planning, change management, HR tools and systems and much more.



KEEP PEOPLE AT THE CENTRE

Develop the skills to design solutions to HR challenges that are effective for the organisation and for the individual employee. The programme puts soft skill development alongside solution design.



BECOME FUTURE-FIT

Understanding challenges, trends & the future of HR will enable participants to become trusted partners to their business for years to come. Developing skills to make data-driven decisions, leveraging new tools & systems and learning what's happening globally, now and in years to come

Programme features

Promoting timely, forward-thinking, applicable learning for participants



The four components of a 'HR Business Partner 2.0'

An HR Business Partner 2.0 is strategic, transformative, value-adding, and employee-centric



Strategic

HR BPs 2.0 understand the needs of the business and focus on activities that **build a highly skilled, capable and future-fit workforce**



Value-adding

HR BPs 2.0 **drive delivery of value-add HR services**. Their focus is on aligning HR with the business's goals and strategies



Transformative

HR BPs 2.0 are **change agents**. They champion change throughout the business and embed innovation, transformation and thought-leadership across the organisation.



Employee-centric

HR BPs 2.0 are **employee-centric**. They are visible across the business, drive open channels of communication, and promote a positive employee experience

All key activities expected of an HRBP fall into these 4 components...

Our facilitators

We've invited highly experienced subject matter experts in their respective fields to facilitate our sessions



Hamish Wilson
HC Consulting
Partner



Naila Naseem
Health Advisory
Partner



Vicky Yeo
HC Consulting
Partner



Lauren Foster
HC Consulting
Partner



Katie Evans
HC Consulting
Director



Jon Irick
Customer Strategy and Design
Associate Director



Daniel Chee
HC Consulting
Director



Josh McLeod
HC Consulting
Associate Director



Sarah Keenan
HC Consulting
Associate Director



Michael Mayer
HC Consulting
Associate Director



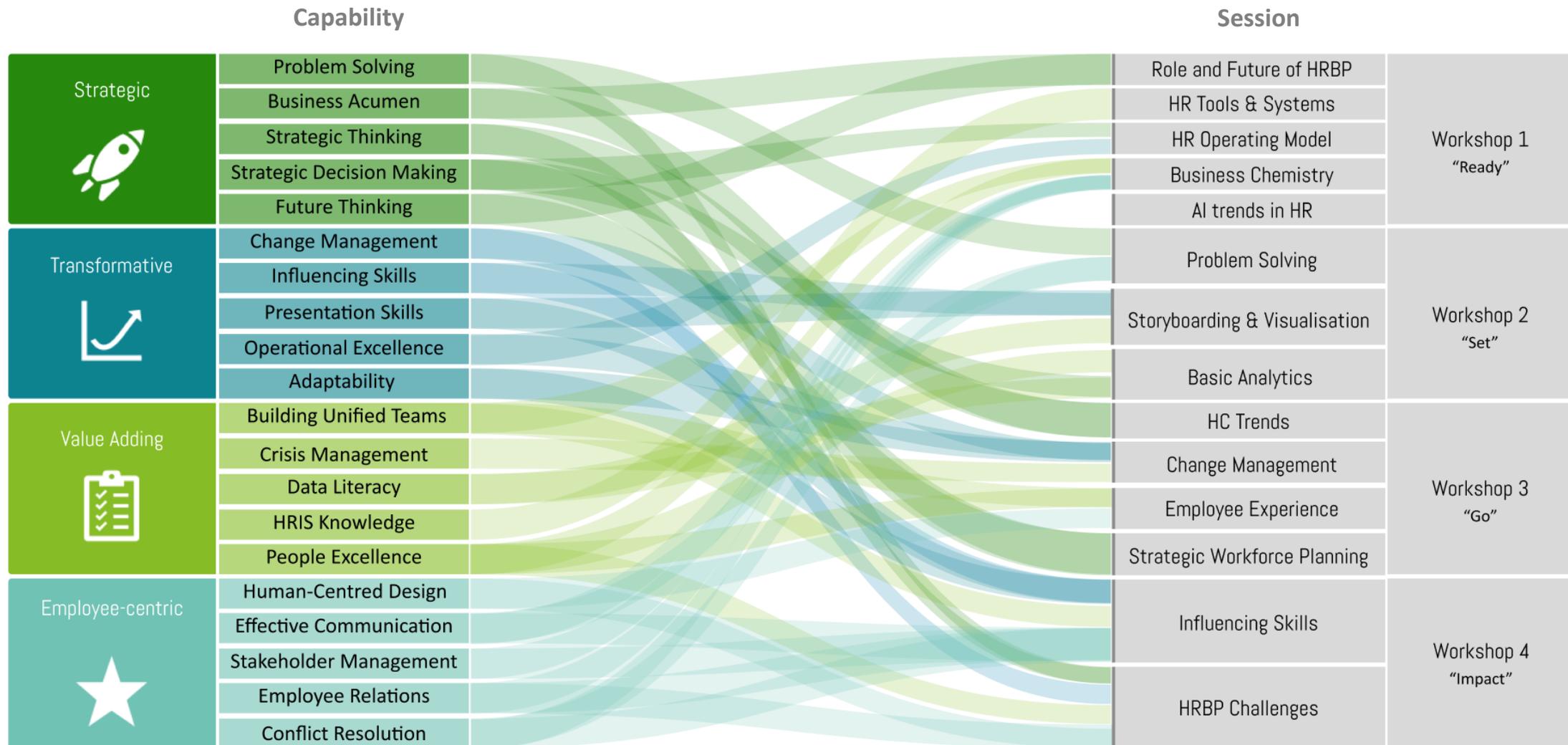
Alexandra Kozlova
HC Consulting
Manager



Michelle Goh
HC Consulting
Senior Consultant

The HRBP CAP programme is designed to develop key capabilities

Our sessions cover all main capabilities of an HR Business Partner 2.0



HRBP Capability Accelerator Programme: Alumni

Since launching this programme, we have hosted a diverse range of employees, with both cohorts coming from a vast range of industries and many different professional backgrounds.

6
COHORTS

100+
ALUMNI

30+ COMPANIES



Feedback

Selected feedback from the participants



Noah Lockett-Turton • 2nd

3w ...

Human Resource Specialist | Partnering with leaders to make a positive ch...

Thanks Deloitte, it was amazing and gave me the skills I need to succeed. It was also great to get to meet so many awesome people thanks everyone.



Baseet Masud • 2nd

3w (edited) ...

Senior HR Partner | Strategic Partnering | Data Driven | CI Mindset

Thank you to the Deloitte team, this was an amazing experience that definitely got us to critically think and how to add value from a strategic lens.



Erin Cross (She/Her) • 2nd

3w ...

Experienced Human Resources Professional

Such an incredible opportunity to develop and grow our business partnering and consulting skills. So grateful - thanks to Deloitte's what an inspiring group of facilitators.



Celise Auger • 2nd

3w ...

Senior Business Partner with ASB

Such an amazing experience! Thank you to the Deloitte team, and congratulations to our cohort. We made it!!



Chanthy Chui • 1st

1mo (edited) ...

Experienced HR Business Partner | Driving Strategic HR Solutions | Growth ...

I am currently participating in the programme and can wholeheartedly recommend it.



Belinda Wehrle (She/Her) • 2nd

3w (edited) ...

With good people, doing good things.

Thank you Hamish and team for guiding us on how to best "stay in our HRBP Strategic box" - the place we need to be in order for our customers to get their greatest value from our expertise and the business reap rewards from the partnership. A whirlwind 9 weeks with some eye opening content around what a best practice HR operating model looks like, mind blowing excel and powerpoint learnings, insights shared around human centred design, storyboarding and also some delving into data analytics to help answer our exam questions. And all while learning alongside a fabulous bunch of like minded, knowledge thirsty HR peeps and being nourished by the best food I've ever had at a workshop!!



Neil De Goede • 2nd

3w ...

Human Resources Business Partner at Airways New Zealand

Thanks Alex and the Deloitte team. It was fantastic. Thanks to my classmates too. We learnt so much and had fun!

Fantastic facilitators that listened and re directed when some students needed more information etc!

Loved the passion on the advanced data session from Sasha – well done!!! Hamish adding valuable insight from his experience as always great.

Employee experience session with Lydia was great today. I found it the best out of all the EE sessions we've had so far. Was easy to understand how it applies to what we do in using "how can we" q's

All the facilitators were engaging and were very knowledgeable in their subject areas – it was a great workshop

LinkedIn Comments

Workshop Evaluation Survey Results

Programme Curriculum

A closer look at sessions and associated learning outcomes

SESSION	DESCRIPTION	KEY TOPICS COVERED	LEARNING OUTCOMES
Orientation	This orientation is designed to help you get to know your classmates and understand the purpose and outline of the programme.	<ul style="list-style-type: none"> • Class profile • Introductions & course outline 	<ul style="list-style-type: none"> • Get to know classmates • Understand purpose and outline of the programme
The role of HRBP and the future of HRBPs	This session will focus on how the HRBP role has evolved over the years to become more focused on strategic initiatives and less on traditional HR functions such as payroll and benefits administration. We will also explore HRBPs industry trends, regulations, and best practices that HRBPs are expected to be knowledgeable about to help the organisation make informed decisions about its workforce.	<ul style="list-style-type: none"> • The role and future of an HRBP • HR knowledge and expertise • Keeping up with HR thought leadership and trends 	<ul style="list-style-type: none"> • Understand your role better • Understand the skill set required for the role • Know how the good looks like
HR tools and systems	This session will provide you with an overview of HRIS technology platform and supplier landscape. This will also help you identify technology implementation considerations and future trends in HRIS.	<ul style="list-style-type: none"> • Overview of the HRIS technology landscape • Future trends in HRIS 	<ul style="list-style-type: none"> • Get an overview of HRIS technology landscape, working with your HRIS and future trends in HRIS
HR operating model and benchmarking	As businesses face continued disruption from emerging technologies, evolving customer needs, and new ways of working, the HR function must transform in order to deliver truly strategic value. Underpinning this transformation is a high-impact HR operating model. This course will discuss what a high impact HR Operating Model is and detail key benchmarks learners can use to assess the value their HR team delivers.	<ul style="list-style-type: none"> • High impact operating model • Time-cost analysis • Benchmarking comparison 	<ul style="list-style-type: none"> • Understand Deloitte's high-impact HR operating model • Get an overview of time-cost analysis and key benchmarks that assess the size, performance, and value of HR teams
Business Chemistry	Business Chemistry is an interactive self-assessment tool, designed to specifically reveal insights on individual and team behaviour. The objective of this session is to understand oneself and others in terms of individual strengths and potential pitfalls and provide the ability to adapt one's style and develop hunches about others through observations.	<ul style="list-style-type: none"> • The four Business Chemistry types and the 'profile' of the team 	<ul style="list-style-type: none"> • Understand yourself • Understand others • Adapt your style

Programme Curriculum

A closer look at sessions and associated learning outcomes

SESSION	DESCRIPTION	KEY TOPICS COVERED	LEARNING OUTCOMES
Problem Solving and Root-cause Analysis	This session is a component of the consulting skills module, which includes Problem Solving, Storytelling, and Basic Data Analytics. In this session, participants will learn a seven-step structured problem-solving methodology - defining and framing the business problem; prioritising the most impactful issues; conducting basic analytics; synthesising insights; and storyboarding clear, actionable recommendations. At each stage logical "thinking" tools (impact, efficiency, early hypothesis, the 'so what?') guide rigor and ensure the final solution is both compelling and practical.	<ul style="list-style-type: none"> • 7-step problem-solving framework • Logical structuring • The MECE and pyramid principle 	<ul style="list-style-type: none"> • Understand logical structuring, including using the pyramid structure as a way to build your storyboard
Basic Data Analytics	This session is a component of the consulting skills module, which includes Problem Solving, Storytelling, and Basic Data Analytics. In this immersive session on data analytics, participants will explore the transformative potential of data analytics in the Human Resources domain. This course is designed to empower HRBPs to harness data analytics techniques and apply them effectively in making informed, strategic decisions.	<ul style="list-style-type: none"> • Express data analytics techniques: percentage change, heat maps, averages, CAGR, correlation/regression analysis • People analytics use cases 	<ul style="list-style-type: none"> • Refresh understanding and being able to analyse HR metrics • Being able to select a most suitable way to explain HR-related issues • Identify opportunities to apply people analytics to solve business problems
Storyboarding and Visual Design	This session is a component of the consulting skills module, which includes Problem Solving, Storytelling, and Basic Data Analytics. This skillset will help to communicate complex ideas or messages in a clear and engaging way via structuring and organising ideas in a logical sequence, making it easier to create effective presentations.	<ul style="list-style-type: none"> • Storyboarding: from pyramid to document • Visual and graphic design concepts 	<ul style="list-style-type: none"> • Know the importance of storyboarding • Visual design fundamentals such as hierarchy and space • Describe how to apply type and visual imagery in an effective way

Programme Curriculum

A closer look at sessions and associated learning outcomes

SESSION	DESCRIPTION	KEY TOPICS COVERED	LEARNING OUTCOMES
Strategic Workforce Planning	This section will focus on driving effective business outcomes through strategic workforce planning. Specifically, this includes building transparent career pathing, identifying future fit capabilities.	<ul style="list-style-type: none"> Strategic Workforce Planning 	<ul style="list-style-type: none"> Describe the benefits of Strategic Workforce Provide an overview of Planning process Understand how to perform key activities involved in Strategic Workforce Planning
HC trends	This session will provide you with an introduction to Deloitte's Global Human Capital Trends 2025. You will also learn about the key shifts that have transformed the world of work and how to navigate and lead in a boundaryless world.	<ul style="list-style-type: none"> Introduction to Global HC Trends 2025 New fundamentals for a boundaryless world Leading in a boundaryless world 	<ul style="list-style-type: none"> Provide an overview of the Global HC Trends report Identify key fundamentals and how to lead in a boundaryless world
Change management	This workshop will cover the fundamentals of change management, including common triggers for change and success factors. We will explore change approaches and the importance of change leadership and accountability. Through interactive activities, you will learn about common challenges and develop strategies to overcome them. This workshop will equip you with the necessary skills to manage change effectively.	<ul style="list-style-type: none"> Fundamentals of change management Project management skills 	<ul style="list-style-type: none"> Understand how to plan and lead change management initiatives, taking into account the nature of the transformation and the types of stakeholders involved
Intro to human-centred design and end-to-end employee experience	This interactive session will introduce the importance of understanding employees' experiences and lifecycles and solving through an employee-first point of view. You will learn to map employee journeys, identify moments that matter most to employees, and where and how to master those moments. The concept of an employee value proposition will also be introduced.	<ul style="list-style-type: none"> Fundamentals of employee experience and thinking from an employee-first perspective 	<ul style="list-style-type: none"> Understand why thinking and solving from the employee point of view can be transformational Describe how it can be done with methods and tools

Programme Curriculum

A closer look at sessions and associated learning outcomes

SESSION	DESCRIPTION	KEY TOPICS COVERED	LEARNING OUTCOMES
Influencing skills	This session will provide HR professionals with essential skills for getting buy-in from stakeholders. By covering the fundamental principles of creating impact through communication, attendees will learn how to select appropriate styles, adapt techniques for different audiences, and master different types of influencing styles. This understanding will help professionals navigate the delicate balance between the needs of employees and the needs of the business. By the end of the session, attendees will have a deeper understanding of effective communication and its positive impact in various contexts.	<ul style="list-style-type: none"> • Impact through communication • Appropriate communication styles selection • Types of influencing styles • Influencing techniques to suit the interest and needs of the audience 	<ul style="list-style-type: none"> • Identify key stakeholders in one's network and influence appropriately to win buy-in
Solving HRBP challenges	This longer session will act as a culmination of skills learned throughout the programme. A case study will be provided for groups to assess, plan an approach, create a solution and present their findings and methodology. You will be provided with frameworks, guidance and support, but will be challenged to create solutions to key problems in the case study. You will be able to ask questions and share your thoughts throughout.	<ul style="list-style-type: none"> • Problem Solving • Data Analytics • Succession planning, EVP, talent management, employee experience • Presentation skills • Influencing skills 	<ul style="list-style-type: none"> • Apply key skills learned throughout the course and integrate all of these learnings into a final presentation

Programme Curriculum: Online sessions

A closer look at sessions and associated learning outcomes

SESSION	DESCRIPTION	KEY TOPICS COVERED	LEARNING OUTCOMES
HRBP Hotline: Drop-in session	We will hold a meeting where you can ask questions about the program's home assignments and past materials. You can seek clarification or further explanation on any topics covered in the home assignments or past materials.	<ul style="list-style-type: none"> • Topics of previous sessions 	<ul style="list-style-type: none"> • Clarify and facilitate completion group and individual home assignments
PowerPoint training	This session will familiarise you with MS PowerPoint's functions and uses as well as numerous tips and tricks to give you the tools needed to quickly and efficiently create meaningful, persuasive, professional packs in PPT.	<ul style="list-style-type: none"> • Tools – shortcuts and basic functions • Design and layout tips • Slide ideas • Do's and don'ts 	<ul style="list-style-type: none"> • Make the most of PowerPoint functions to speed up your design process and keep content consistent • Familiarise with shortcuts, general tips and tricks and typical layouts • Create consistent layouts through the application of visual design principles. • Effectively apply type and visual imagery to your PowerPoint slides
Excel training	This session will help you to learn essential excel functions to prepare you for "People analytics 101: Metrics that matter". You will perform an analysis of case study data, including sorting & filtering data, spreadsheet formatting, excel functions, charts, and pivot tables.	<ul style="list-style-type: none"> • Sorting and filtering data • Spreadsheet formatting • Functions in Excel – from SUM to XLOOKUP • Charts and pivot tables 	<ul style="list-style-type: none"> • Explain how to use Excel to make the most of your data and derive valuable insights about your organisation's people • Explain how to use a variety of techniques to manipulate, summarise and visualise data in Excel
AI Tools	This session is specifically designed for HR professionals seeking to leverage AI technologies to drive efficiency, improve employee experiences, and contribute to strategic decision-making.	<ul style="list-style-type: none"> • Application of AI tools • Ethical and Implementation Considerations: Data privacy, bias mitigation, and best practices for AI integration • Use cases for HRBP 	<ul style="list-style-type: none"> • Understand the applications of AI Tools in HR • Gain insight into ethical and implementation considerations • Analyse use cases for HR Business Partners • Enhance problem-solving and decision-making skills



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