

# Organisation Transformation

*In a nutshell we're all about people!*



## What we do:

- ✓ We help to **design and implement people programs**, for example designing new and exciting talent and change programs across both the public and private sector.
- ✓ We help **organisations align to their strategy and business model**, making the most of both people performance and business results.
- ✓ We **develop organisational and talent strategies and programmes** which help businesses to achieve their objectives.
- ✓ We design all aspects of work in a way that **allows people to find meaning** in the work they perform.



## What skills & backgrounds are we looking for?

- ✓ We want people from a range of backgrounds and expertise - **our different perspectives and experiences are what make us valuable to our clients.**
- ✓ We often work with top level management, and rely on **being able to clearly communicate problems and resolutions.** This requires strong written and oral skills.
- ✓ Our work requires analytical thinking, to come up with solutions that are **creative and 'outside-the-box'.**
- ✓ We're striving to become more data driven and analytical, and are also looking for candidates with **strong numerical backgrounds.**

## Recent joiners and their experiences:



**Lauren Kenrick**  
Intern, Wellington

My experience at Deloitte so far has been engaging, exciting and varied. My team has been super welcoming and supportive, and it is awesome to be surrounded by people who have such a contagious passion for their work!



**Michelle Goh**  
Analyst, Wellington

Since starting at Deloitte, no two days have been the same. I've been able to work alongside passionate and supportive people on a variety of different client projects. The Team is really social getting together for breakfasts, quizzes and baking to name a few activities!



**Tom Roberts**  
Intern, Wellington

Deloitte has been a generous and exciting place to work. I've been supported with a buddy and coach who have tailored my internship to be a rewarding experience. I have had the opportunity to work with range of high-level people on a variety of different projects which has been a fantastic experience.

# Life in our team

*We like to get involved! Lot's of the work that we do is based at client sites and in workshop formats.*



- Organisation Transformation is all about **getting to know our clients and their needs** to collaboratively come up with the best solution.
- Every client is different which means that every project is different. **Our work is fast paced and variable.** No one day is the same.
- We spend lots of time at our clients place of work to **better understand them.**

*Being part of a team is important to us! We like to celebrate success and love a bit of friendly competition.*

