

## Business Transformation and Strategy

# Operations Transformation

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*Helping our clients transform the way they operate!*



## What we do:

- ✓ Our mission is to **enable organisations to transform their operations** by leveraging cloud, agility and lean.
- ✓ Our technology-based teams re-design core processes, re-structure organisations, and **deliver significant technology-enabled solutions** for our clients.
- ✓ If you enjoy **creating future-facing solutions for complex business problems** with a focus on the Banking, Insurance, Healthcare & Public Sector industries, Ops T is for you!



## What skills & backgrounds are we looking for?

- ✓ People in our team are **curious about the way things get done**. Seeing the big picture and knowing how to break it down into smaller parts is key.
- ✓ You have **excellent written and oral communication** skills, confidence to speak up and share your thinking, and you understand the importance of collaboration.
- ✓ You demonstrate the ability to **think analytically**, conduct data-driven problem solving and utilise creative 'out-of-the-box' thinking.
- ✓ You have some **technical skills**, are fascinated by new tech, and are interested in exploring how technology enables businesses to succeed.

## Recent joiners and their experiences:



**Jasmine Thach**  
Intern, Auckland

Since joining Deloitte, I have had an overwhelming amount of people reach out to provide a friendly face and support. It has been so rewarding connecting with others who have different experiences and insights.



**Maddy White**  
Senior Consultant, Wellington

I boomeranged from consulting to client-side (public sector) and back. It is really rewarding to work alongside talented, supportive and driven people who genuinely want to make an impact for their clients.



**Garth Tunnicliffe**  
Analyst, Auckland

The three things I love most about my role are the people, the projects and the variety of work. Since starting, I've made a meaningful impact across the public and private sectors, in industries spanning everything from energy to local government, and many more in between.

# Life in our team

*We operate in a hybrid way that depends on what our day looks like – on site working with our clients, in the office or working remotely*



*We are a team where people want to work, feel included and are connected to our Purpose*

- Our team is all about helping our clients clearly articulate the work they do, why they do it, and helping them understand where and what they can improve.
- We're always learning from each other. Our regular team catch-ups help us keep in touch and share knowledge and lessons learned.
- Our team has a strong focus on developing new skills, keeping ahead of industry trends and growing subject matter expertise.



# Organisation Transformation

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*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.*



# Technology Strategy & Transformation

# Technology Strategy & Transformation

*Every business is a technology business. If you want to help organisations leverage technology to drive business value, TS&T is for you!*



## What we do:

- ✓ We **co-create with clients to shape and operate technology** in a world of exponential change to generate business outcomes.
- ✓ We **advise organisations on technology leadership, strategy and transformation**, creating the bridge from business strategy into technology.
- ✓ We help our clients **lead and manage complex programmes and projects** to support them creating the future of work.
- ✓ We help our clients to **reinvent their ways of working in the age of digital** – better value sooner safer happier.



## 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 want people who are **passionate about technology** – not just the latest gadgets but emerging trends that have the potential to change the way we work, live and communicate.
- ✓ We often work with top level management, and rely on **being able to clearly communicate problems and resolutions.** This requires great interpersonal skills and the ability to thrive in collaborative environments.
- ✓ We want people who have **a sharp and analytical mind and a thirst for learning**, to come up with solutions that are **creative and ‘out-of-the-box’.**

## Recent joiners and their experiences:



**Ellena Weston**  
Analyst, Christchurch

I joined the TS&T team in the 2021 Graduate recruitment. The training, coaching, and development opportunities have been invaluable to my personal growth. There have been some steep learning curves but I am so grateful for everything I've learnt in the role and the support I have had from the TS&T team.



**Callum Hancock**  
Intern, Wellington

The people in TS&T are awesome. They made me feel welcome and helped me with the basics, and even encouraged me to run a training session. The project I worked on exceeded all expectations – I was treated as a valued contributor from day 1 and learned about interesting areas like cloud transformation.



**Steph Rolfe**  
Senior Consultant,  
Auckland

I have loved that by joining Deloitte here in NZ, you join the global Deloitte network which gives you access to a plethora of content to learn the ropes and best practices. I have had exposure to the top-tier technology solutions that are changing the game for businesses, and that is a really exciting space to be in!

# Strategy & Business Design

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*In a nutshell, we're passionate problem solvers who like to collaborate with clients to drive real change !*



## What we do:

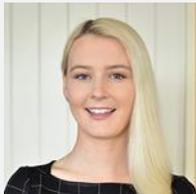
- ✓ We help clients to **design their strategy and re-imagine** the way their organisation is configured to deliver on its strategy.
- ✓ We advise clients around **market trends, technological changes**, and other **disruptions**, and clarify what these mean for their organisation
- ✓ We enable organisations to fundamentally change the nature of their business through supporting **mergers and acquisitions**
- ✓ We support New Zealand based and international organisations **harness opportunities**, and **make an impact that matters**
- ✓ We create **future-facing solutions** for complex business problems with a focus on the Banking, Insurance, Healthcare & Public Sector industries.



## What skills & backgrounds are we looking for?

- ✓ Excellent written and oral communication skills
- ✓ **Strong quantitative skills** with the ability to collect data, transform into useful information to understand and analyse problems
- ✓ A passion for upholding **Te Tiriti** and incorporating a **Te Ao Māori approach** into the work that we do
- ✓ **Creative** or '**out-of-the-box**' thinkers
- ✓ A desire to seek out opportunities to **continually learn** and bring a **positive outlook** to new challenges
- ✓ Our team have **diverse backgrounds, skills and experience** and we encourage all sorts to apply!

## Recent joiners and their experiences:



**Natalie Marshall**  
Analyst, Auckland

My first six months at Deloitte have been a fast-paced and rewarding introduction to consulting. There are always opportunities to grow, as you work on varied projects and alongside a range of senior leaders who are invested in your learning and development. I felt immediately welcomed into the S&BD team and have been impressed by the range of skills and backgrounds that each member brings.



**Deepak Manchaiah**  
Consultant, Wellington

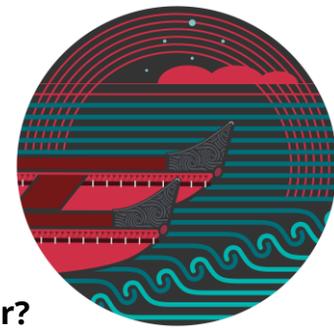
Joining Deloitte was a logical step for me and it provides an environment to learn, reflect, and grow. Deloitte creates a fun-filled working environment and I have experienced a perfect balance of professional and personal life.



**Ezekiel Fiso**  
Intern, Wellington

Deloitte has given me a breadth of insights into what it's like to work in a leading global provider. The relationships formed across staff made the transition from university to the workforce incredibly easy. Deloitte has taught how to stay comfortable in ambiguity and equipped me with the transferrable skills to tackle a variety of problems.

# Hourua Pae Rau – Strategy & Business Design



Titiro atu ki nga taumata o te moana – Look beyond the horizon to the future



## What we do

- ✓ We create tailored outcomes **by Māori, for Māori and with Māori**, by shaping organisational strategies, operating models and supporting business transformation
- ✓ We support government agencies to better **fulfil their obligations as a Treaty partner**, improving outcomes for Māori by taking a Te Ao Māori approach to our mahi.
- ✓ **We co-design and implement** transformative strategies that help Government remain agile and responsive to Māori, gathering data and information, and creating and presenting project deliverables.
- ✓ We serve as **trusted advisors to our clients**, partnering with them to bring a Te Ao Māori perspective and understanding to support clear enterprise choices about where to invest and how best to affect change to **improve outcomes for Māori**.



## What skills & backgrounds are we looking for?

- ✓ A passion for **Te Reo** and **Mātauranga Maori**
- ✓ Combining logical thinking with creativity to approach **problem-solving** in a unique way
- ✓ A passion for upholding **Te Tiriti** and incorporating a **Te Ao Māori approach** into the work that we do
- ✓ **Excellent communication** and **interpersonal skills**
- ✓ A desire to seek out opportunities to **continually learn** and bring a **positive outlook** to new challenges

## Recent joiners and their experiences:



**Kerira Tapene**  
Analyst, Auckland  
*Ngāti Hine, Te Rarawa,  
Ngāti Tūwharetoa,  
Ngāti Porou*

My first few weeks at Deloitte have been great. I am especially thankful to my buddy Jack, Hourua Pae Rau and the Auckland S&BD team for welcoming me, it's been great getting to know you all. Deloitte has shown me to be yourself no matter what and I am truly blown away by the diverse group of people here. I look forward to the year ahead!



**TJ Va'a**  
Analyst, Wellington  
*Whakatōhea, Ngāi Tahu*

Deloitte offers an environment where I get the opportunity to learn and grow everyday. The ability to combine the development of organisational strategies, with my passion for my culture, is one of the key reasons I chose to begin my professional career at Deloitte.



**Ben Bielski**  
Manager, Wellington  
*Ngāti Kahungunu,  
Ngāti  
Rongomaiwahine*

I joined Deloitte for opportunities to grow and learn quickly. I get opportunities to work with a range of clients on complex problems that have a direct social impact. Hourua Pae Rau offers me the opportunity to grow in my culture and understanding of Te Ao Māori while supporting organisations to do the same.