



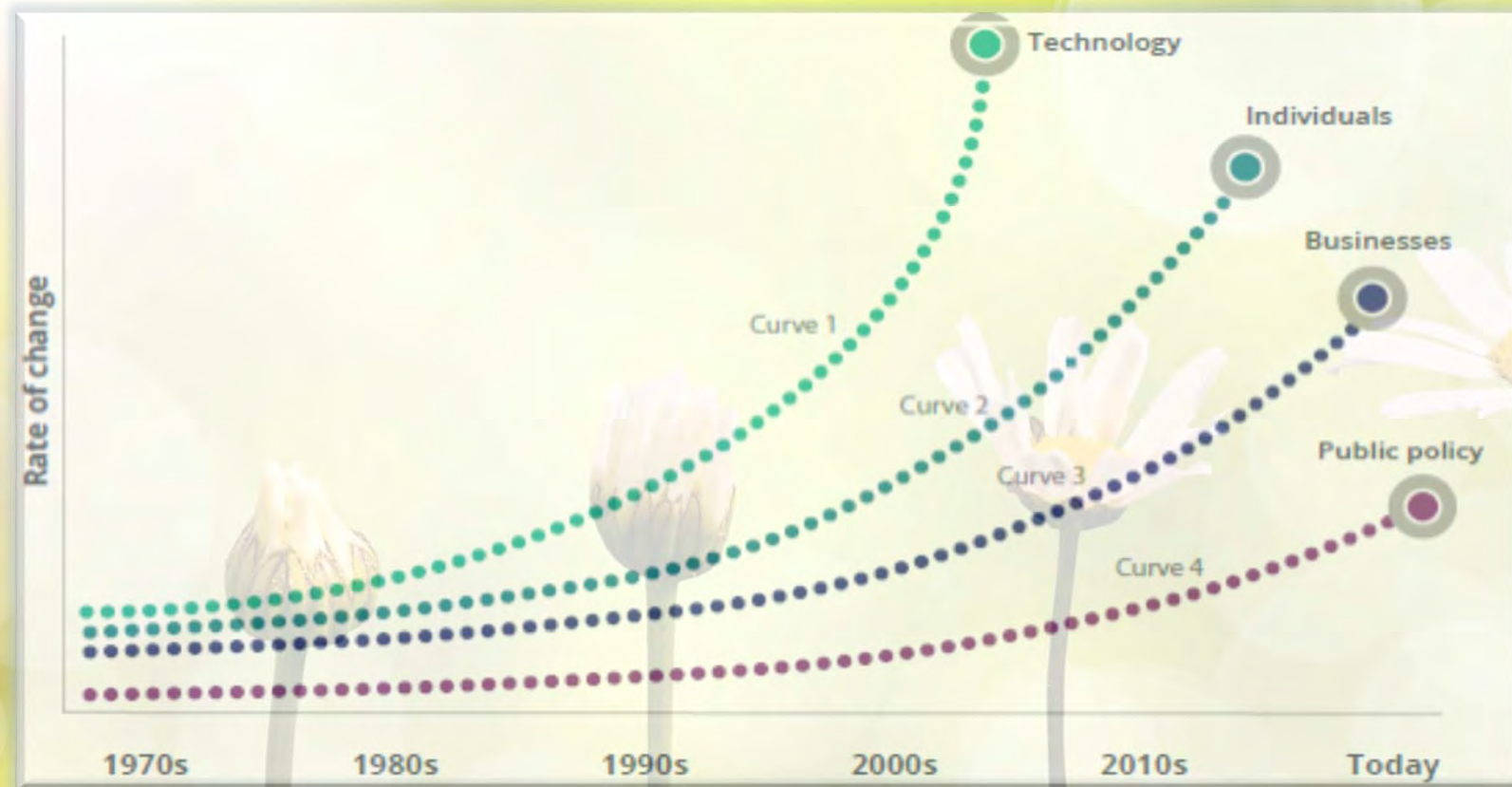
# *'Grow'* ing through change: a global perspective



Jeff Hayes  
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**Grow**  
innovating people development

# Growing through change

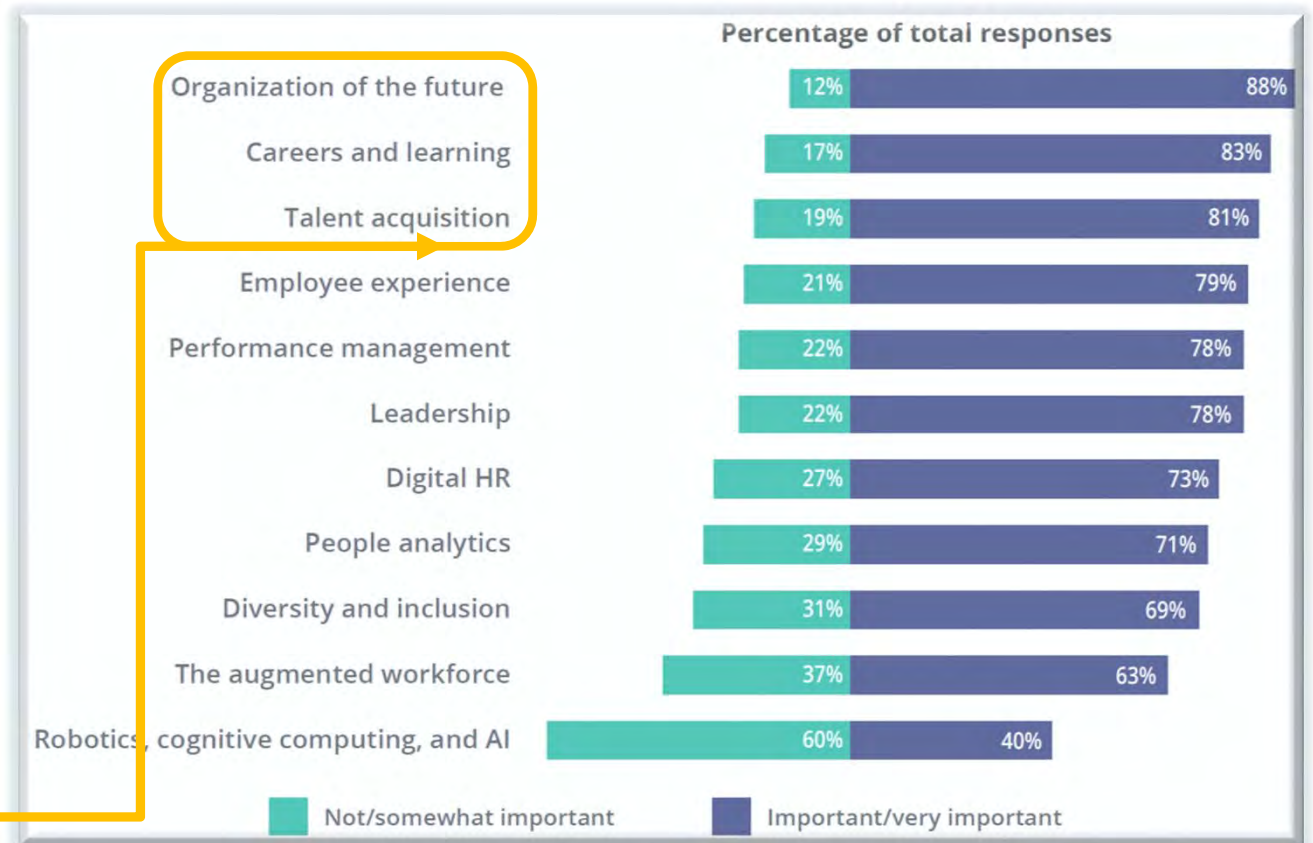


# Key challenges facing organisations

Organisations must

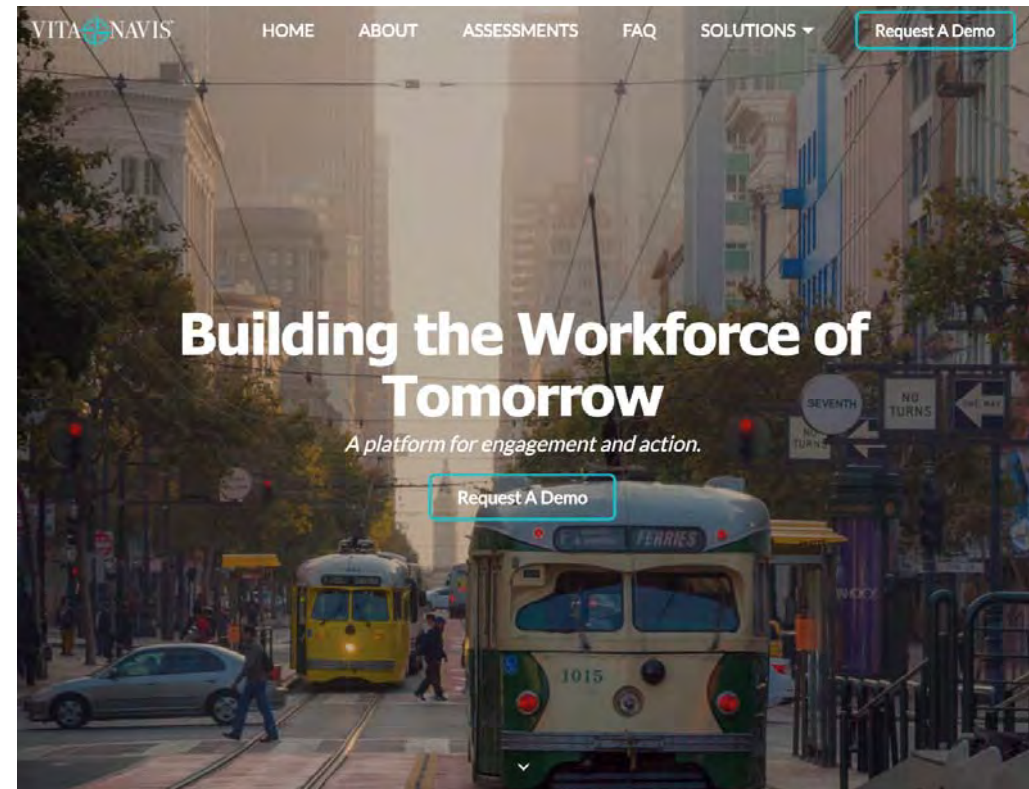
- ◆ Do things differently to engage, retain and train their employees
- ◆ Develop leaders who
  - excel at managing their business
  - have the skills required to coach and develop others

Lets take a closer look



# Key challenges: talent acquisition

- ◆ Builds bridges from workplace to educational institutions
  - Strengthens the in-flow of talent
- ◆ Leverages institutions to source talent
- ◆ Match student success profiles to workforce requirements
  - Formulates right profiles for entry-level hiring





## Key challenges: talent acquisition

70%

of Australian respondents  
rated this trend as important  
or very important

(2017 Deloitte Human Capital Trends)

# Key challenges: careers and learning



## ◆ Online learning and development platform

- Encourages continuous learning
  - Self-paced individual learning
  - Virtual team-based sessions

## ◆ “White-glove” service offering

- Leverages our deep domain expertise
- Focus on challenges such as communication, decision-making and conflict

The screenshot shows the Elevate user dashboard for Eric Bloomquist. The top navigation bar includes 'elevate® The CPP People Development Platform', 'DASHBOARD', 'PROJECTS + REPORTS', and 'BROWSE CATALOG'. On the right, there is contact information: '(800) 624-1765 | CUSTSERV@CPP.COM MONDAY - FRIDAY 6:00AM - 4:30PM PT', and user account options: 'ACCOUNT' and 'CART' with a '2' item indicator.

The main content area is divided into several sections:

- Welcome, Eric Bloomquist!**: A message stating 'To send an assessment to respondents, you must first click on the **Projects + Reports** tab and then create a project.' with a 'GET STARTED' button.
- Search Respondents**: A search bar with the placeholder text 'Search respondents by last name'.
- How Elevate Works**: A three-step process:
  - 1. CREATE A PROJECT**: 'To send assessments, you'll first create a project.' with a 'Learn more' link.
  - 2. PURCHASE INVENTORY**: 'Next, you'll purchase inventory to download reports.' with a 'Learn more' link.
  - 3. DOWNLOAD REPORTS**: 'Once you have inventory, you can download reports. Re-downloads are always free.' with a 'Learn more' link.
- Explore Elevate® Features**: A section with a sub-header 'Explore Elevate® Features' and text: 'Elevate has powerful features that will help you perform all your tasks with ease. To take a tour, click **Explore Elevate Features** below.' with a corresponding button.
- Get Expert Advice**: Text: 'Seen our many amazing assessments and support materials?' with an image of a lightbulb and a document.
- Get product suggestions from**: A section with five icons and labels:
  - 1. Onboarding** (Icon: three people)
  - 2. Assessment & Pre-Work** (Icon: document with checklist)
  - 3. Self-Awareness Training** (Icon: head with brain)
  - 4. Communication Training** (Icon: two people talking)
  - 5. Action Planning & Wrap-Up** (Icon: person with checkmark)



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## Key challenges: careers and learning

78%

of Australian respondents  
rated this trend as important  
or very important

(2017 Deloitte Human Capital Trends)

## Key challenges: the organisation of the future



84%

of Australian respondents rated this trend as important or very important

“As networks and ecosystems replace organisational hierarchies, the traditional question “For whom do you work?” has been replaced by “With whom do you work?””

But only 11%

of respondents believe they know how to build the organisation of the future

**Optimising people potential  
has never been more  
important**



(Source: 2017 Deloitte Human Capital Trends)

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Questions?