

News Release

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Deloitte and Columbia University Offer New Online Course Charting Impact of Workplace Trends

The free online course will educate business and HR leaders on Deloitte's Global Human Capital Trends 2016 findings on organizational restructuring, leadership, talent retention, and people analytics

NEW YORK, June 20, 2016 — Disruptive changes in digital technology and workforce demographics across the globe are rendering the business landscape nearly unrecognizable – and companies are struggling to keep pace. In a joint effort to help business and HR leaders around the world grapple with the rapidly evolving workplace, Columbia University's School of Professional Studies is offering a free open online course with insights from Deloitte, which informs business leaders about the human capital trends reshaping the HR and talent landscape.

The online course's curricula is based on the findings of [Deloitte's Global Human Capital Trends 2016 report](#), which took the pulse of 7,000 executives across 130 countries and identifies the most significant HR trends impacting organizations. The top finding of the report reveals that while 92 percent of organizations see restructuring as a critical priority to meet the demands of digital technology and the speed of innovation, only 14 percent of executives surveyed believe their company is ready to effectively redesign their organization.

"If companies want to remain competitive and retain top talent, business and HR leaders must dive more deeply into the workplace trends impacting their bottom lines," said [Jason Geller](#), principal, Deloitte Consulting LLP, and national managing principal of the [U.S. Human Capital practice](#). "Columbia and Deloitte's online course offers self-directed learning opportunities for professionals to uncover options for redesigning their organizational structure, evolving their leadership models, transforming their HR functions, and driving an employee-centric culture."

Entitled "[Global Human Capital Trends](#)," the online course offers professionals an opportunity to deepen their awareness on topics emerging from the 2016 trends report – including the rise of teams, leadership, culture and engagement, design thinking, the gig economy, people analytics, and catering to the employee experience.

The course is available starting June 20, and includes 12 learning modules anchored by mini-lectures from academic experts and supplemented by high-quality, multi-media content and assessments. Each executive briefing about the 10 trends averages five to ten minutes in length and is accompanied by additional recommended resources. Participants can select any learning module of interest to them, thereby tailoring the online course to their specific needs. Reflecting the truly

global nature of these workplace trends and the needs of industries of across the world, the curriculum is offered in more than 20 languages.

Dr. Jason Wingard, Dean of Columbia's School of Professional Studies and the lead course instructor commented, "This course is an example of how the School accelerates students' learning and adapt to deliver best-in-class services for the market's imminent challenges. The curriculum is designed to offer valuable insights for any professional seeking to enhance productivity and applied relevance."

Leaders across industries can explore the shift from traditional business models to interconnected teams and learn how to navigate an increasingly mobile and contingent workforce. Additionally, as companies increasingly rely on data to inform major business decisions, HR leaders will learn how to leverage people analytics to develop talent retention strategies. Understanding the complexities of the changing workforce is pivotal for companies to remain competitive.

"Business leaders want to get ahead of the frenetic changes in the workplace," said Geller. "Together with an esteemed academic institution like Columbia, Deloitte can arm professionals across the world with the knowledge they need to strategize and innovate around these trends."

About Deloitte's Human Capital Practice

Deloitte helps organizations effectively manage their human capital to drive business growth. This is done by leveraging advanced analytics to develop talent management and business-driven HR strategies to deliver results. Deloitte is a leader in human capital consulting, bringing an effective combination of business, industry and HR knowledge, supported by the breadth of services and capabilities of a multidisciplinary professional services organization and global network. For more information, please visit our [web site](#).

About Columbia University's School of Professional Studies

Columbia's [School of Professional Studies](#) offers 14 master's degrees, a comprehensive portfolio of pre-professional, post baccalaureate, and life-long learning programs, and interdisciplinary research centers. By offering market-leading degree programs across disciplines, such as Applied Analytics, Information and Knowledge Strategy, Bioethics, Sports Management, Strategic Communications, Sustainability and Technology Management, the School is uniquely positioned to meet the diverse professional education needs of top recent graduates, successful mid-career professionals, and accomplished executives.

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