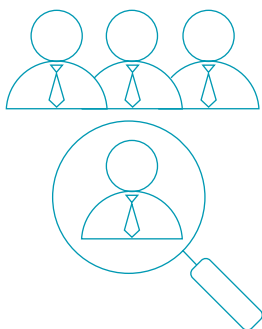


Building capabilities for the future, today

Creating experiences to maximize impact on customers and business

Today's evolving marketplace and workforce has made the need for building capabilities a strategic growth imperative. Competitive forces, the rise of data, the changing workforce and technologies such as robotics and AI are the disruptive forces that have sharply changed how we live and how we work, and organizations are looking to HR to reimagine the future of work, the workplace and the workforce today. To keep up, more than half of today's workforce will need to build new capabilities in the next three years. Will you be left behind?



The evolving role of HR

Throughout the history of Deloitte's Human Capital Trends research, building capability has been in the top 10 trends organizations are focused on and invest in. The nature of work and the workforce has required new capabilities from HR. Given these changes, many organizations are actively seeking ways to build the capabilities of the workforce, with the role of HR taking center stage. Today, chief HR officers and their teams face a unique set of leadership challenges—including exponential expectations of HR beyond its traditional role of supporting functional, administrative, and compliance tasks.

Exponential HR leaders must be able to drive innovation and agility through workforce development and to foster team collaboration, engagement and productivity. On top of this, they also must lead the enterprise's readiness for constant disruption. To address these evolving demands, HR leaders need to infuse advanced, digital solutions that automate and simplify the workforce experience and—most importantly—elevate the role people play across the enterprise and within HR.

To help ensure no organization is left behind, Deloitte helps prepare HR leaders for the future of work with Business HR Academy, powered by AdeptPro.

Positioning HR to work at the intersection of business and strategy, the Business HR Academy provides a virtual and scalable solution that brings business and HR capabilities and practices, insights based on research, and industry-leading thought leadership to today's CHROs and their teams.

An immersive learning experience

Deloitte's Business HR Academy is designed to equip HR professionals with capabilities required to navigate their new future and thrive in an exponential role. This 16-week experience will help HR leaders develop core consulting capabilities and enhance their consulting agility. Part of AdeptPro, Deloitte's suite of digital learning experiences that help organizations transform their current leaders into exponential leaders, the Business HR Academy combines cutting-edge technology, academic expertise and Deloitte's top thought leaders to create scalable and easy-to-use digital learning experiences that focus on today's most critical business issues.



Deloitte's Business HR Academy is different by design

The academy offers a unique, blended learning approach with curated content, cohort based social and in-person experiences, and self-paced and on-demand modules. Participants not only learn new capabilities, but are also given time to practice and apply those capabilities to solve real issues.



Unleashing the value of Business HR Academy: Capabilities developed

The capabilities recommended for Business HR Academy will enable the transition from supporting traditional administrative & compliance activities to delivering business advisory services:

- **Visionary leadership:** Successful advancement of ideas and solutions
- **Adaptability to trends:** Adjustable to future workplace dynamics
- **Consulting agility:** Ability to align HR solution to business imperatives
- **Business fluency:** Financial and business operations acumen

Deloitte's Business HR Academy leverages the following resources and practices to create an immersive experience for its participants:

- Harnesses the deep experience of Deloitte's Human Capital thought leadership, along with Deloitte research.
- Brings together dynamic digital content and social communities to enable learning anytime and anywhere.
- Introduces a "Bring Your Own Problem" concept, which allows learners to apply capabilities to immediate real-life opportunities and see tangible results.
- Creates a blended learning design, which combines in-person workshops with the power of an engaging digital platform.
- Delivers digital learning experiences designed to equip HR professionals for ongoing change. Social collaboration capabilities of the platform allow learners to create a learning community for feedback and support.



Unleashing the value of Business HR Academy: Experience gained

Throughout the duration of Business HR Academy, participants have a chance to select a real-life business problems, bring them to the program and collaborate directly with Deloitte's top thought leaders to solve their issues, making the academy immediately relevant and unique to the business lens. After completing the Business HR Academy, participants will be able to:

- Define what's needed to deliver a comprehensive curriculum and training program
- Align HR solutions to business imperatives
- Enable the transition from supporting administrative and compliance activities to delivering business advisory services
- Leverage innovative workforce and talent practices to adapt to future dynamics
- Develop the core capabilities required to become an exponential HR leader

Let's talk

Learn more about how your organization can benefit from Deloitte's Business HR Academy, powered by AdeptPro.

Joanne Stephane

Principal
Deloitte Consulting LLP
jstephane@deloitte.com

Gary Johnsen

Specialist leader
Deloitte Consulting LLP
gjohnsen@deloitte.com

As used in this document, "Deloitte" means Deloitte Consulting LLP, a subsidiary of Deloitte LLP. Please see [HYPERLINK "http://www.deloitte.com/us/about"](http://www.deloitte.com/us/about) www.deloitte.com/us/about for a detailed description of our legal structure. Certain services may not be available to attest clients under the rules and regulations of public accounting.

This publication contains general information only and Deloitte is not, by means of this publication, rendering accounting, business, financial, investment, legal, tax, or other professional advice or services. This publication is not a substitute for such professional advice or services, nor should it be used as a basis for any decision or action that may affect your business. Before making any decision or taking any action that may affect your business, you should consult a qualified professional advisor. Deloitte shall not be responsible for any loss sustained by any person who relies on this publication.

Copyright © 2020 Deloitte Development LLC. All rights reserved.

Designed by CoRe Creative Services. RITM0506884