

STAY  
SAFE  
STAY



## BUSINESS CHALLENGE

In New Zealand, Fletcher Building employ over 10,000 people across almost every region of the country and make a significant contribution to both the national economy and many regional economies.

Fletcher Building is dual listed on the NZX and ASX and operates through five divisions – Building Products, Distribution, International, Construction, and Residential and Land Development.

Fletcher Building has for some time had a graduate development programme, which incorporates talent across all divisions of the business. The Graduate Development Programme is a 12 month curriculum, where graduates work alongside industry leaders and inspiring colleagues for the ultimate insight into what makes Fletcher Building tick.

It is designed to set the participants up for the future. With a focus on professional development, they learn about Fletcher Building, develop their commercial acumen, with a focus on how to be productive, and how to personally develop themselves and their career.

## SOLUTION

KiwiHost works with Fletcher Building to integrate The Business Challenge into the graduate programme to provide a safe environment for the graduates to develop their commercial acumen.

Graduates come from across the organisation, including from Construction, Engineering, Architectural, Electrical, Finance, Information Technology, Human Resources, Sales & Marketing. The final number of graduates involved in the programme ranges from 50 up to 90 in total.

The Business Challenge is a simulated environment where teams compete against each other in the running of a fictitious company. The business decisions made each period are processed against the other teams and the economic environment.

KiwiHost's Managing Director works with the teams to assist them with their strategy development and to help them formulate their first decision.

After their first get together, teams work remotely from around New Zealand to review their results & formulate decisions. The challenge is concluded when teams deliver a presentation of their learning to a selection of executives from Fletcher Building (2017 Panel: GM Strategy & Marketing and National Manager, Business Transformation).

## BENEFITS

*"The Business Challenge is a great opportunity to develop a large number of Fletcher Buildings graduates at the same time in a critical skill for our business."*

*Frances Ridge  
Learning & Development Manager -  
Graduate and Youth Development*

PROGRAMME AWARD

*KiwiHost has been working with Fletcher Building Graduate Development Programme since 2016.*

*In 2017 the overall programme was awarded 'Best Graduate Development Programme' at the 'Young at Heart Awards'*

**2017 BEST GRADUATE DEVELOPMENT PROGRAMME**