



“it’s proved to be so valuable”

BUSINESS CHALLENGE

Coca-Cola Amatil New Zealand (CCANZ) is a Kiwi based business and beverage bottler that employs 1000+ people from Whangarei to Invercargill. Part of the ASX-listed Coca-Cola Amatil Group (With a market capitalisation of over A\$9.3 billion), they are one of the largest bottlers of non-alcoholic ready-to-drink beverages in the Asia-Pacific region and one of the world’s top five Coca-Cola bottlers.

CCANZ takes talent development seriously. They know that people are their competitive edge and invest significantly in ensuring the best talent for now and for future growth.

The aspirational “Excel – Future Leaders Programme” is a 12 month curriculum designed to support Top Talent in realising their full potential and accelerating readiness for career opportunities within their business. Participants on Excel represent all areas of the business and span across levels. The diversity in the participant group allows for positive collaboration, mentoring, coaching and valuable network opportunities.

The core components of their Excel programme are designed to build CCANZ’s leadership competencies and the Business Challenge, which has been run since 2011, addresses a number of these in a very pragmatic and real way.

“The Business Challenge is a wonderful opportunity to develop a number of CCANZ’s core Leadership Competencies as well as demonstrate our Values. The learning is hands-on and experiential!”

Joan Mather

National HR Manager - Organisational Development

SOLUTION

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 and the Pacific to review their results & formulate decisions. The challenge is concluded when teams deliver a presentation of their learning to the New Zealand Leadership Team of CCANZ.

“Learning through experience has proved to be so valuable. In addition to increased knowledge, new insights, greater business networks, participants are able to quickly and easily apply learning back to our own business operations.”

BENEFITS

PARTICIPANT’S COMMENTS

“It really opened the way I previously thought a business was run and I think I have come out of the challenge a lot wiser in terms of running a business overall.”

“The business challenge was one of the best opportunities that I have experienced in my working career.”

“The autonomy and ability to make mistakes and learn from them made it a valuable experience for me.”

“I have learned to take all aspects of the business into account when making decisions...”