

NEXT GENERATION TALENT

WELCOME TO NEXT. WELCOME TO EPPF PEAK

Velocity > Value

An Executive Immersion: Crafted for EPPF

FORWARD > FAST > FIELDGUIDE



Velocity > Value



WELCOME TO STELLENBOSCH

Dear Valued EPPF Leader,

On behalf of the Fitt Talent Team and the University of Cambridge, we warmly welcome you to PEAK: VELOCITY FOR VALUE. This is a leadership immersion - an opportunity to step forward with bold confidence and clear intent. We're pleased to host you here in Stellenbosch, in what we call the FITT IDEA LOUNGE, a space designed for people to come together, think openly, and challenge what's possible.

Grounded Pioneering. Eco-System Orchestration. Daring to Shift.

These design ideas boldly capture our vision for this programme. An unapologetic vision quest in crafting the future. Firmly rooted in the ethos of what EPPF represents – caring beyond tomorrow. Consider this an invitation to co-create something extraordinary. A licence to challenge conventional thinking. A moment to reflect on the enduring heritage of the EPPF brand while shaping what comes next. This is a leadership laboratory. A place to test ideas, explore perspectives, and engage with possibility. Most importantly, it is a space to think about your next - as a leader and as an individual. A human being with pulsating potential.

Your presence here reflects your journey and your impact. It also raises a question worth sitting with: Will what has brought you here, take you there? We are privileged to have you with us. Lean in. Engage fully. Take from this experience what matters most for your growth. We will do our part to ensure a personalised, meaningful journey - one that is reflective, stretching, and grounded. Here, in a beautiful setting. In our beautiful country. Let us create a beautiful story.

Velocity > Value



Understanding the ***PEAK Experience***

PEAK is a leadership immersion. Its unique design was awarded the “Best Leadership Development Programme” in the Middle East at the Global Sustainability Awards in 2022. Carefully crafted with support from the University of Cambridge Psychometrics Centre (UK) and the Fitt Talent Team, it seeks to create opportunities for dialogue among leaders from different functions and designations within the organisation. Removed from the hustle and bustle of everyday corporate life, PEAK is delivered through a simulation tailored to the unique strategy and composition of its user communities. It blends individual encounters with group-based conversations to curate a distinctive learning journey. PEAK is designed as a hybrid format – an assessment of potential and a fast-tracking of performance.

In the EPPF PEAK Program, our theme is **“VELOCITY FOR VALUE”**. This calls for building on the foundations of an institution with a clear purpose, using them as a springboard to a reimagined future. We navigate three pivotal themes:

Grounded Pioneering

Eco-System Orchestration

Daring to SHIFT



MEET YOUR CO-PILOT FOR THE JOURNEY

Transforming competency models into integrated capability ecosystems.

Connecting Talent to Opportunity. **At Scale**



EPPF: CAPABILITY 2.0

Find your *forward*.

Connecting talent to opportunity - backed by the University of Cambridge Psychometrics Centre.

/// RECOGNISED BY

AWARDS · ACCREDITATION · RESEARCH

									
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THINK ABOUT THIS

How do we build *velocity* for *value*?

Sector. Disrupted > A World. In Motion > Continent. On the Move

What are we aiming for?

Velocity. Value

✓ **IMPACT**

Designed around a high-value capability set that EPPF cannot afford to get wrong. Building skills. Where it matters most.

✓ **PRECISION**

Calibrating the specific capabilities required at this stage in the organisation's evolution - ensuring relevance, contextual alignment, and performance clarity.

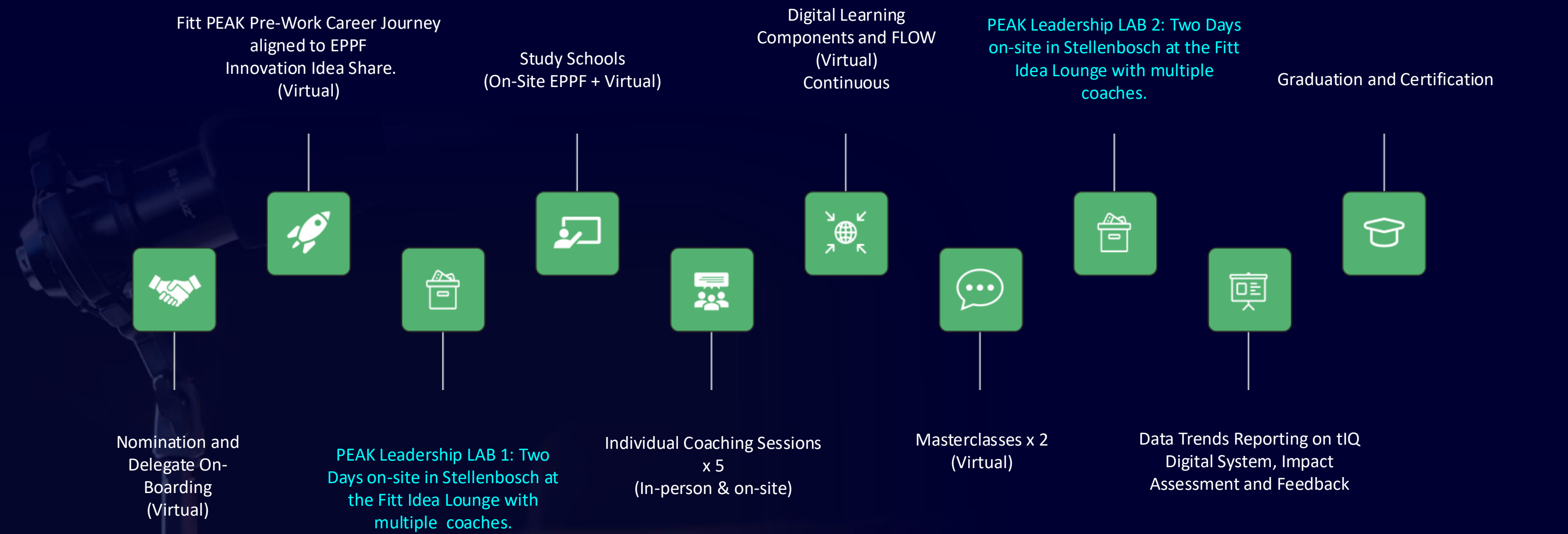
✓ **ACTIVATION**

High-fidelity simulation and experiential learning that can be applied in real time. Scaling codified tools and decision frameworks through network effects.



Career Lounge

JOURNEY MAP/ EPPF PEAK_ *VELOCITY FOR VALUE*



TALENT.

01

SIMULATION 1

PATHFINDER

The Complexity Simulator brings **Velocity for Value** to life by challenging participants to solve complex riddles and technology-driven scenarios at pace. Through an interactive AI Scenario Builder, teams continuously build on their decisions, demonstrating how rapid learning, adaptability, and informed action accelerate value creation.

EPPF PEAK: DARING TO SHIFT

SIMULATION 2

FUSION

A dynamic strategy experience in which participants assess business headwinds and tailwinds, respond to key challenges and opportunities, and collaborate to craft the EPPF of the Future. Demonstrating how agile decision-making accelerates value creation.

EPPF PEAK: GROUNDED PIONEERING



02

03

SIMULATION 3

PITCH FOR PROGRESS

Participants present new initiatives in a Shark Tank-style format, articulating business ideas, funding requirements, and expected ROI. Supported by Innovation Stations and curated feedback on pre-work ideas, the experience focuses on refining concepts and accelerating the translation of innovation into tangible business value.

EPPF PEAK: ECO SYSTEM ORCHESTRATION

SIMULATION 4

HOT SEAT

Participants present their views on the future and take the lead in shaping the EPPF of the Future, responding to AI-generated news scenarios and real-time questions. This immersive challenge showcases the agility, strategic thinking, and leadership competencies required to accelerate value creation as an EPPF Leader of the Future.

EPPF PEAK: DARING TO SHIFT

04



05

SIMULATION 5

FORUM

A dynamic negotiation simulator where participants must turn rapidly changing information into meaningful outcomes. Small-team interactions and evolving data require candidates to demonstrate Velocity for Value through agile decision-making, strategic pivots, and impactful results under pressure.

EPPF PEAK: ECO SYSTEM ORCHESTRATION



SIMULATION 6

CRASH

A high-intensity crisis simulation that challenges leaders to navigate uncertainty, shifting market dynamics, and time-critical decisions, building the agility, resilience, and strategic foresight needed to accelerate action, adapt with confidence, and deliver value at speed.

EPPF PEAK: DARING TO SHIFT

06

SIMULATION 7

TALENT TALKS

Designing people development strategies aligned with the future vision for EPPF, while building a clear and compelling Employee Value Proposition. Through the GIFT of feedback, teams strengthen collaboration, accelerate growth, and unlock greater value from their people and culture.

EPPF PEAK: GROUNDED PIONEERING

A PLACE
FOR IDEAS.

07

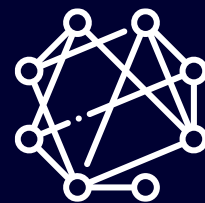
BENEFIT TO YOU AS A PARTICIPANT

EPPF // PEAK



Experience Driven

A leadership development immersion unlike anything you have experienced before. Deeply personalised. High-touch, high-tech. Human-First.



Future Orientated

Equip yourself with tools, insights and leadership skills to future-proof in an age of rapid change and dynamic global circumstances.



Connected

Tailored to your development needs. Unique and specific. In the community of your fellow leaders and colleagues.

EPPF PEAK:

**AN INVITATION TO THE
FUTURE**



SETTING UP FOR SUCCESS — A FIELD GUIDE FOR SHIFT

VELOCITY FOR VALUE

Here. We.

Grow



LEAN IN

Be passionately curious about your own development. Don't hold back.



STRETCH

Consider the full richness of your potential. Make this your journey. Pioneer



BELONG

Create a safe space for conversation. Challenge and learn.

A professional microphone on a stand in a dimly lit room with papers on a desk.

HERE. WE. GROW

EPPF Executive Leader: What is
the **story** you are to broadcast?

Velocity > *Value*