Waipapa Taumata Rau
University of Auckland

He Manga Tauhokohoko
University of Auckland
Business School

EMBA Employer Guide



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AACSB ACCREDITED | EFMD EQUIS ACCREDITED | ASSOCIATION OF MBAS ACCREDITED



PROFESSOR DR MIKE LEE
Director of the EMBA
Assistant Dean of Professional Programmes

Your organisation needs the strongest talent available to operate effectively. An EMBA, from the University of Auckland Business School's suite of Professional Programmes, builds the management capability of those individuals who drive organisational performance and shape the New Zealand economy.

The programme is ideal from a talent development perspective, serving to enhance the candidate's long-term career prospects or support a mid-career shift.

To enable more working professionals across the country to access excellence and study more flexibly, we have revamped our EMBA with a remote-first philosophy. Now, more than ever, our internationally accredited EMBA is designed to complement your employee's current role, rather than compete against their existing responsibilities.

The return on investment for the candidate and your business is immediate, as our EMBA will give your staff the knowledge, capability and confidence to leap into new challenges and thrive in a fast-paced business environment. Having taught on the programme I can say with 100 percent confidence that EMBA students begin implementing the insights from their courses at their place of work within one week of starting their EMBA journey with us.

Why sponsor an EMBA student?

For many New Zealand organisations, the ability to attract and retain top-level talent is one of the most pressing issues of the current business environment. A lack of leadership capability is one of the greatest threats an organisation may face.

Our CEOs see the level of knowledge and skills in the workforce as being crucial to the overall success of their business. In an age where attracting and retaining talent is a significant challenge, 92% of NZ CEOs are planning to develop leadership and talent in the next 12 months to drive the productivity of their workforce[1].

Proactive business leaders have a clear opportunity, though the University of Auckland EMBA, to address their talent development and retention issues.

Employers of our EMBA students tell us that there is no question these individuals add value to the business, notably in their decision-making abilities. Our programmes attract experienced working professionals with significant business acumen. They are motivated to challenge their thinking, gain new business tools, strengthen their business networks and enhance their capabilities. The discipline of academic rigour and applied learning demanded of them has a direct impact on their leadership performance and the contribution they make to the organisation. Employers sponsoring EMBA students recognise and value these outcomes.

What is expected from me as a sponsor?

Pre-EMBA

- Letters of reference to support the individual application
- Financial commitment of up to $51,898 (spread across two or three years)[2]

During EMBA

- Access to certain company information to be used in EMBA reports as appropriate
- Access to clients for research purposes as appropriate
- One week's leave for the (Domestic or International) Consultancy project
- Negotiated workload to keep two evenings free per week

Post-EMBA

- Recognition of the individual achievement
- An opportunity for the candidate to present a summary of the EMBA to peers and/or superiors
- Review meeting/appraisal
- Ongoing feedback on post-study performance
- Opportunities to implement learnings in projects and new initiatives

What can I expect from a sponsored EMBA candidate?

Pre-EMBA

- Requests for a contribution to finance/ support

During EMBA

- Increased decision-making capability in the workplace
- Increased leadership capability
- Multiple assignments with the potential to tailor them to company requirements

Post-EMBA

- A well-rounded, confident leader with a global mindset
- Extensive inter- and intra-industry networks
- Ongoing opportunities to engage with teaching staff from the Professional Programmes team at the University
- Continuous learning initiatives offered by the University of Auckland EMBA Alumni Club
- High aspirations for future career development

Who should I sponsor?

- A self-motivated, ambitious high-performer
- Someone who has the potential to be part of the next generation of top executives in your business
- Someone with specific skills who seeks to broaden their horizons
- Someone who genuinely believes in the purpose and future of the organisation
- An individual who can lead your business into the next phase of strategic growth

Employers can expect EMBA graduates to[3]:

- Have a holistic view of all business functions and processes and a strong overview of international business strategy
- Have well-developed interpersonal skills, including the ability to communicate effectively and to interact with groups and individuals at all levels
- Apply strategic management skills at a senior level in changing business environments
- Transform organisations through strategic leadership, intellectual rigour and professional ethical values
- Bring the latest business thinking to an organisation
- Build specific capabilities related to New Zealand's unique political, cultural, and legal landscape, which will help local organisations thrive
- Learn how to leverage international business to scale up our entrepreneurial nation of SMEs

Recommendations

- Appoint an internal supervisor responsible for maintaining a close dialogue with your candidate
- Negotiate an employer-candidate agreement at the outset that clearly states the objectives and expectations of each party, including finance structure
- Request regular updates from your candidate through the programme and, where possible, invite the wider team to participate and provide feedback in these sessions
- Develop a relationship with the Professional Programmes team to maximise and personalise the support available for your candidate
- Provide opportunities for assignment topics and/or research projects

How professional learning shapes supportive leadership in the workplace



"Engaging in a quality education programme has been a goal of mine for many years, so enrolling to complete an MBA at the University of Auckland was an easy decision. I am extremely grateful to my employer Steel & Tube for the support.

The MBA has sharpened my strategic thinking and given me a suite of tools to assist making important business decisions with confidence."

PETER ENSOR *(MBA Graduate 2025)*
General Manager - Reinforcing
Steel & Tube Holdings Ltd



"The MBA has helped me step out of the intensity of day-to-day operations at Steel & Tube and see the bigger picture of why we do what we do. That shift in perspective has given me the confidence in aligning operational decisions with the company's long-term strategy."

CAROLYN MCGIVERN *(MBA Graduate 2025)*
National Manufacturing Manager, Steel & Tube Holdings Ltd

What Peter said about Carolyn's workplace impact after completing the programme

"I have been impressed with Carolyn's ability to link day-to-day activities to broader strategic and financial outcomes. Since embarking on her MBA Carolyn has demonstrated more structured and clearer analytical thinking along with a more strategic approach to her leadership role across our four manufacturing site."

[1] PwC New Zealand 2023 CEO Survey.

[2] Please note that the programme fees are indicative and estimates only. Fees are set in advance of each calendar year and will be updated on the University of Auckland website. Fees are inclusive of 15% GST, but do not include the Student Services Fee, course books, travel and health insurance, or living costs. Fees will be confirmed upon completion of enrolment into courses. Note that travel costs associated with in-person intensives (such as a wānanga at Waipapa Marae and the international study tour) are additional.

[3] According to the Association of MBAs (AMBA), the global accreditation authority: www.associationofmbas.com

What our alumni say about impact at work

Strategic capability and mutual return on investment

"The MBA programme truly broadened my international perspective, especially with the final course that included an overseas trip—an unforgettable experience. One of the most impactful parts for me was the Creating Value through Innovation course. I was able to apply what I learned directly to my work, making processes more efficient. This became a defining moment in my career and played a key role in earning multiple promotions. What I also valued from the programme was the safe, open classroom environment where ideas could be freely shared. I built strong, lasting connections with my cohort and even found a mentor through the programme."

PAUL KIM (MBA Graduate 2024)
Relationship Executive - Commercial Banking
Commonwealth Bank



Enduring competitive advantage

"To me, the MBA is not just an advanced tertiary qualification – it is a life-changing experience. It has confirmed my thoughts and values; it has given me confidence; and most importantly, it has opened so many other doors in my career. I have applied some MBA knowledge at work – it is just so transferable."

SABRINA HOU (MBA Graduate 2026)
Senior Launch Manager
AIR (Advanced Inhalation Rituals) Dubai



A broader capability

The MBA provides relevant knowledge for staff at mid- to senior-management level.

"The MBA has been a genuine unlock in my leadership journey. It shifted my thinking from operational excellence to strategic foresight — helping me see interdependencies across systems, people, and purpose. In leading one of New Zealand's largest retail supply chains, this mindset has been invaluable in balancing transformation with stability, particularly through major network, technology, and fleet transitions. The programme taught me to be comfortable in complexity and to lead with curiosity rather than certainty — a lesson that continues to define my approach to decision-making and collaboration.

It also deepened my appreciation of governance and long-term value creation. I now serve on two boards — within the Royal New Zealand Navy and in education — where I apply the frameworks and critical thinking developed during the MBA to strategy setting, stakeholder engagement, and navigating ambiguity.

In many ways, the MBA has not just developed my skills — it has refined my perspective. As Peter Drucker once said, "The greatest danger in times of turbulence is not the turbulence; it is to act with yesterday's logic." The programme helped me replace yesterday's logic with tomorrow's vision"

GRAHAM NELSON (MBA Graduate 2025)
Head of Continuous Improvement & Group Fleet
The Warehouse Group

Contact us

For more information about EMBA study and to discuss how to invest in your top talent, call the Professional Programmes team.

Detailed programme information and course content is available on the website.

Telephone: 0800 61 62 63
Email: gsm@auckland.ac.nz

www.online.auckland.ac.nz/emba

All information was accurate as of October 2026.