



“An organization's ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage.”

–Jack Welch

This diagnostic solution conducts a comprehensive current state assessment of all human capital programs and processes carried out by various HR functions. The scope of HR Insights includes HR Business Partners, Talent Acquisition, Talent Management, Learning & Development, Total Rewards, and other relevant capabilities. This solution uncovers insights and analyzes data to gain a deeper understanding of the perspectives and needs of HR's internal clients as well as facilitates continuous improvement in HR services and programs. HR Insights also benchmarks human capital metrics against businesses of a similar size and maturity.

DELIVERABLES

- Stakeholder Analysis (Executives, Line Managers)
- Alignment of HR capabilities, structure and programs with strategic business needs
- Key HR metrics compared with industry best practices
- Overall Observations and Themes
- Future strategies to improve HR programs and Practices
- Implementation roadmap/ Change Management Plan / Next Steps

DURATION*

Target: 4-5 Weeks

ASSESSMENT TOOLS

- Executive Stakeholder Interviews (6-8)
- Internal Customer Survey (All Hiring Managers in the last 12-18 months) as well as 3 - 5 post-survey focus groups
- Current State Process Review (Talent Acquisition Team Members)
- SHRM / APQC Benchmark Analysis

CONSULTING RESOURCES*

2 Senior Consultants; 1 Project Manager/Analyst

** Contingent upon availability of all resources within organization and delivery of requested documents / metrics*