



*'Based on the internationally acclaimed Value-Based HR Masterclass series'*

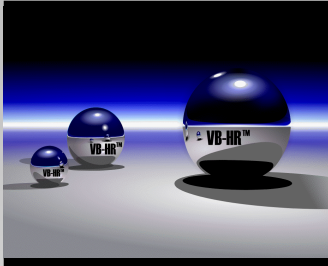
# HR Performance



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*"Every so often comes a new market leader"*

# Value-Based HR: A Blueprint for the New Generation of Human Capital Management



'Innovation consists of seeing what everybody has seen, and thinking what nobody has thought'



## Benefits

- Cost effective option for clients in that it is cheaper than the open-based Masterclass
- Context specific to client organisation
- Provides a comprehensive framework to identify HR's contribution to the organisation
- Exposes the HR team to leading-edge thinking and potential adoption of best practice
- Benchmarks current HR performance
- Engenders consensus amongst the HR team
- Combines learning and practical application
- Output focused in that a clear mandate for action is expected

Based on the internationally acclaimed VB-HR™ Masterclass series by Nicholas J Higgins, VaLUENTiS now provides clients with an in-house version that focuses on four critical areas of HR performance:

**Human capital management practice, HR delivery, HR/HC measurement, and HR strategy.**

The one day interactive workshop is aimed at senior HR management teams with an objective to provide and/or clarify a **clear mandate for action**.

Value-based HR fuses value-based management principles with HR best practice to provide a framework to improve HR performance and effectiveness within an organisation.

The one-day workshop combines leading edge thinking with practical application in an interactive and fun manner.



## Variants

- A 2-day workshop version is also available with more in-depth assessment
- A 3-day workshop version includes a learning module with a software-driven business simulation

# HR Performance Workshop

## HR in Context

### Session One

- Overview of client context, organisationally and economically
- A look at recent events and their implications for the HR domain
- An introduction to the 'HR context' framework

## Human Capital Management

### Session Two - part I

- A review of HCM best practice utilising VaLUENTiS HCM capability profiler™ and assessment tools

### Session Two - part II

- An introduction to the product-service concept and its application to HR
- Deriving HR's value proposition(s) to the business

## HR Delivery

### Session Three - part I

- A review of the current HR delivery model and channels and assessment of 'fit'

### Session Three - part II

- Utilising the innovative VB-HR™ game, assessing current HCM activities, priorities and capability

## HR/HC Measurement

### Session Four - part I

- Drafting an HR scorecard for internal reporting purposes
- Identifying the various layers of HR metrics
- Constructing a measurement framework

### Session Four - part II

- Human Capital Reporting framework

## HR Strategy

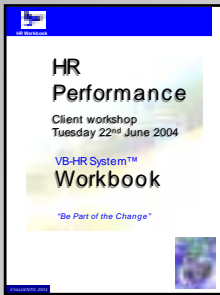
### Session Five

- Reviewing and clarifying HR strategy in light of the day's output
- Developing a mandate for action with prioritisation of activity

## Typical programme

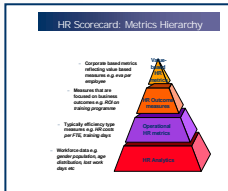
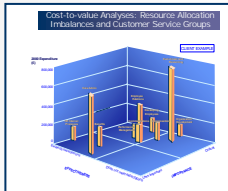
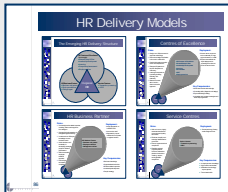
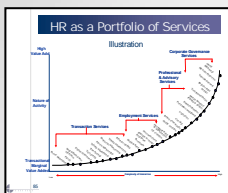
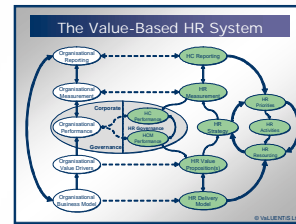
|       |                |   |
|-------|----------------|---|
| 09:00 | HR in Context  | <b>Introductory session</b>   |
| 09:15 |                | <b>Session One</b><br>Overview of client context and HR environment                         |
| 10:15 | HC Management  | Morning break   |
| 10:30 |                | <b>Session Two - part I</b><br>A review of HCM best practice and client specific assessment |
| 11:30 | HR Delivery    | <b>Session Two - part II</b><br>The HCM product-service concept and value proposition       |
| 12:45 |                | Lunch break   |
| 13:45 | HR Measurement | <b>Session Three - part I</b><br>HR Delivery models: Matching 'Fit' with purpose            |
| 14:15 |                | <b>Session Three - part II</b><br>Priorities, activities and resourcing                     |
| 15:00 | HR Strategy    | Afternoon break   |
| 15:15 |                | <b>Session Four - part I</b><br>Designing a meaningful HR scorecard                         |
| 16:00 |                | <b>Session Four - part II</b><br>Human Capital Reporting                                    |
| 16:45 |                | <b>Session Five</b><br>Clarification of HR strategy and mandate for action                  |
| 17:30 |                | <b>Close</b>  |

# Examples of Workshop Content



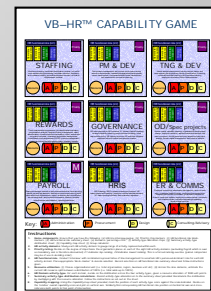
A structured manual to complement the workshop programme, together with pull-out charts and templates.

The VB-HR™ system provides an overview of HR in an organisational context and is the central theme of the workshop.



The various sessions contain a number of techniques and tools from Valuentis' portfolio to help gain a better understanding of HR output, some of which are shown here.

The VB-HR™ capability game is designed as an interactive team experience that looks at HR delivery in terms of activity, priorities and resourcing with an end output that is truly eye-opening.



# Four ways to contact



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The cost of the 1-day workshop (for between six and eight people)\* £3,000\*\*

[The venue is assumed to be at client premises unless otherwise indicated, with venue costs being borne by client]

The cost of the 2-day 'intermediate' workshop (for between six and eight people) £6,500\*\*

The cost of the 3-day 'advanced' workshop (for between six and eight people) £10,000\*\*

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\* *Equivalent cost for 8 people admitted to open VB-HR™ programme is £6360 plus travel expenses.*

\*\* *Cost of workshop does not include VAT or any travel/subsistence expenses occurred by VaLUENTiS practitioner*

## **Options**

*For planned workshops of more than eight people or multiples of eight people – customised proposals can be provided with potential discounts.*

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## **Conditions**

1. Detailed Terms of Engagement will be issued for signature and return in advance of the workshop
2. Invoices will be issued in full prior to the workshop, with incurred expenses billed separately
3. The client may cancel the workshop before delivery subject to the following charges:
  - Up to one month in advance: £250 administration charge
  - Up to two weeks in advance: £1,000 charge for resource re-allocation
  - Up to 1 day in advance: 50% of agreed fee
4. In the event of any cancellation where VaLUENTiS incurs cancellation costs on behalf of a client through any hire of venue, these charges will be passed on at cost
5. All communications submitted by phone, fax, email and post are subject to these conditions
6. Cancellation must be received by fax, email or post
7. VaLUENTiS will go to all reasonable efforts to meet their commitments in delivering the workshop as agreed, but will not be held liable for circumstances beyond their control which lead to the cancellation or rescheduling of the workshop



## The Company

VaLUENTiS provides unrivalled solutions in four core areas: Human Capital Measurement, Organisation Measurement, Organisation Effectiveness and HR Functional Performance. The company is private equity funded and its roots date back over seven years.



## Why we are different

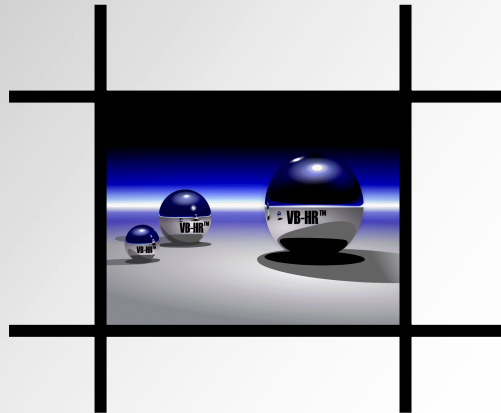
At VaLUENTiS we are committed to delivering effective human capital solutions based on deep expertise and extensive market-driven research, which ensures that our advice is based on fact, not just conventional wisdom.

VaLUENTiS practitioners are skilled across a range of disciplines that include business performance, organisational architecture, finance, human capital management and an emerging field, measurement. In fact we have given a name to this cluster of expertise, we call it: **Corporate Science**.

***Our HC practitioners engage in regular mandatory training events to balance their client project experience.***

## Other product-services

- Human Capital Reporting
  - We provide client organisations with our proprietary methodology to create a human capital reporting framework
- Employee Engagement
  - Our proprietary 'engagement model' and modular solution linking with measurement, provides a comprehensive offering to clients
- VB-HR™ suite
  - Our groundbreaking portfolio of high level commercial training for HR Professionals
- VB-PM
  - Our comprehensive Performance Management System that is based around value-add not process driven
- VB-MD
  - Our innovative modular based Management Development design and delivery with a focus on measured returns
- IC Rating™
  - We have recently purchased the UK franchise of the world-class organisational measurement instrument that provides clients with the ability to measure their intangible business assets that create value



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<sup>1</sup>includes our global network alliance

[www.valuentis.com](http://www.valuentis.com)