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## PRESS RELEASE

**VaLUENTiS** today announces the launch of the Human Capital Management Institute (HCMI) together with the release of the global HCMI Standard. The Standard evaluates human capital management practice, human capital reporting and organisation performance in a combined framework that incorporates the VB-HR™ Rating. The Standard is intended to be global with nine levels of attainment, split across three bands, Gold, Silver and Bronze, with level 9 representing true world-class performance.

**Chief Executive of VaLUENTiS, Nicholas J Higgins**, stated that *"This is a major step forward for the HR industry, surpassing any existing frameworks and/or standards. The triangulation of performance, practice and reporting makes this a 'total' solution. There are a number of benefits for organisations including a detailed OD plan as part of a comprehensive report, a portfolio of benchmarking indicators and a commercially focused appraisal of how the organisation is performing and reporting. Attaining the Standard can't be dismissed as a 'nice but irrelevant' award. The 'badging' process has intrinsic value. The Standard is designed for annual appraisal ensuring organisations have to keep their finger on the button, as attainment levels can go down as well as up.*

*The onus is now on organisations and their HR functions. Any organisation not undertaking this type of appraisal will have to present a very strong argument to shareholders and/or stakeholders.*

*At the heart of the appraisal is the VB-HR™ Rating construct, the leading evaluation tool of human capital management practice and performance, which was successfully launched last year. The Institute will provide a host of benefits to those that enrol on the HCMI journey, including support and learning available from the International School of Human Capital Management, with the effect of putting knowledge in-house and not a reliance on external advisors or assessors."*

The Standard comes on the back of the recent release (in January) of the human capital reporting standards, which have sparked interest in the market-place. A recent report in CFO Europe ('People Power' by Ben McLannahan, March 2006) gave a special mention to VaLUENTiS' open solution and stated that these reporting templates 'deserve attention'.

Links:

[www.hcmiglobal.org](http://www.hcmiglobal.org)  
[www.valuentis.com](http://www.valuentis.com)  
[www.vbhr.com](http://www.vbhr.com)  
[www.ishcm.com](http://www.ishcm.com)

[www.cfoeurope.com/displayStory.cfm/5571258](http://www.cfoeurope.com/displayStory.cfm/5571258) (on-line version)