

HR

Strategy Measurement Leadership

As a professional services firm we provide unrivalled advisory services to senior HR teams across the human capital management spectrum namely value, capability, measurement and risk.

With over ten years' proven client experience, our VB-HR™ solutions portfolio contains a blend of methodologies, analytics and benchmarks that benefit HR functions.

'Every so often comes a new market leader'

2nd Floor
Berkeley Square House
Berkeley Square
London
W1J 6BD

Tel: +44 20 7887 6108
Fax: +44 20 7887 6100
www.valuentis.com



Value based HR:

'Blueprint for the next generation'

An evolutionary system that provides HR functions with an opportunity to step-change the thinking and envisioning of HR in terms of its contribution to the organisation.

VB-HR™ provides end-to-end methodologies, analytical tools and value frameworks to manage and measure performance on three axes: the HR function, HCM 'practice' and Human Capital.

At the heart of the VB-HR™ system is the product-service construct which decomposes HR into ten core component clusters. They are:- HR Governance & OD, Strategic Staffing, Performance management, Training & Education, Reward, Benefits, ER, HRIS & Measurement, Health & safety, and Payroll.

VB-HR™ is, however, much more than just a system. It is essentially a new HR philosophy that provides a routemap for HR functions to determine strategy.

Benefits to the HR function/organisation

- Ensures HR functional activity is focused on value creation/contribution to the business, in terms of HR priorities and deliverables, deriving measures to show this (whether through a scorecard or otherwise).
- Provides a fully integrated 'business' map of HR linking core components – strategy, measurement and performance with operational delivery.
- Positions HR as a business unit with a defined portfolio of product-services.
- Provides a composite definition of human capital management and human capital value and an explicit model of where HR contributes to or creates value.
- Raises the bar for HR professionals in terms of skills, knowledge and potential performance.
- Establishes a sophisticated performance rating system for HR to self-assess and truly benchmark.
- Creates a 'smart' environment for HR to pro-actively govern.

When to use VB-HR™

Reviewing or clarifying HR strategy or any HR planning exercise.

Implementing HR budget reductions or getting more from a budget freeze.

Implementing HR transformations/shared service structures.

Providing structured HR business cases, e.g. outsourcing, shared services, cost reduction etc.

Clarifying/deriving HR delivery priorities and roles.

Investigating HR performance issues.

Investigating current HR spend-return equations.

Conducting due diligence in the case of merger/acquisition/spin-off/flotation/audit

Looking to implement an internal HR scorecard or external HC reporting framework.

Constructing HR models and carrying out related measurement (e.g. employee engagement, HPWS, management development etc) and carrying out related measurement.

Looking to integrate several HCM practices, (e.g. performance, reward, succession management, management development etc).

Upgrading professional capability of the HR function.

Generating a baseline performance benchmark (internal) and HR benchmarking (external).