



CLIENT SCENARIO

This European-based global retail bank faced the challenge of optimising its HR functional contribution to the global businesses.

With pressure being applied to optimise its budgetary spend, VaLUENTiS were commissioned to produce an independent review & implementation project, with recommendations for Stop/Continue/Enhance activities across Europe, with related measurement and rationale provided.

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DELIVERING THE 21ST C HR FUNCTION

Sector: Financial services, retail banking
Type: Consulting

OUR APPROACH:

Given the client remit, we engaged the use of our VB-HR™ System, with particular use of the VB-HR™ Global Profiler and the populating of the VB-HR™ Value Curve. We provided a comprehensive performance picture of the function's contribution through sophisticated data collation and analysis in unique visualisation. With support from client content experts, online diagnostics were deployed to gather a cross section of expert- and user-perspectives on how and where the function was utilised in various areas of the business. This review generated detailed specific function vs. manager roles and related business impact.

Data was synthesised with proprietary models to generate a composite, multi-dimensional model. Working with key client staff, a series of workshops validated findings and sense-checked subsequent recommendations – the outcome being a strategic scorecard with metric breakdown.

VALUE OF PROJECT:

For the first time, the functional leadership had a 'blueprint' outlining how and where the function intersected with the business, with related activity loading and budgetary allocation. This formed the basis of evidence-based discussions internally, in line with the organisational strategy and the generation of a strategic 'People scorecard'.

PROJECT PLAYBOOK COMPONENTS:

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|--------------------------|-------------------------|
| ➤ VB-HR™ VALUE CURVE | ➤ ONLINE DIAGNOSTICS |
| ➤ VB-HR™ GLOBAL PROFILER | ➤ DATA VISUALISATION |
| ➤ DYNAMIC MODEL BUILDING | ➤ STRUCTURED INTERVIEWS |
| | ➤ SCORECARD METHODOLOGY |

SIMILAR PROJECTS DELIVERED IN:

- Healthcare
- Higher Education
- Local Government
- Utilities