

## HR Pulse Assessment

Do you know if your HR Organization is poised and ready to support your company's growth and achievement of its business objectives?

Whether a start-up or a mature business, we believe a connected, informed, and agile HR Organization is a must-have for leading companies. Pre- or post-IPO, divestitures, and M&A business combinations all require your human resources organization to be prepared and equipped to help attract, develop, and retain today's top talent.

Our HR Pulse Assessment Scorecard (HRPA) measures the effectiveness of your HR Organization. It highlights the overall readiness of your HR Organization and includes a set of prioritized and practical recommendations for how HR can optimally align its human capital strategy, HR/Talent programs, and delivery model to best support the strategic growth goals and objectives of the business.

**The HRPA Scorecard evaluates a set of critical dimensions related to HR service delivery excellence:**



**Strategy Alignment:** Human Capital Planning & Alignment; Competencies; and the Employment Value Proposition

**Program Effectiveness:** HR Program Planning & Alignment; and the Employee Experience

**Operational Efficiency:** HR Service Delivery Model Planning & Alignment; and HR Service Delivery

The result of the assessment is a formal scorecard that reflects the aggregation and analysis of survey and interview data from relevant stakeholders. The scorecard reports on: Strategy Alignment - the extent to which HR strategy is aligned with the company's business strategy and imperatives; Program Effectiveness - the extent to which HR is effectively delivering (or is positioned to deliver) the right HR/Talent programs to the organization; and Operational Efficiency - the extent to which the company is balancing cost, timing, and service quality leveraging its HR delivery model.

If you are a mature company with a dedicated HR function, our HRPA Scorecard is an easy and efficient way to begin. We can help you re-position HR as a strategic partner to the business and ensure your HR/Talent programming and its delivery bolsters your employment value proposition and creates a compelling employee experience.

If you are a start-up with little to no HR infrastructure, using our HRPA Scorecard we can assist you in designing and developing an HR Roadmap focused on attracting, engaging, and retaining your critical talent.