Organizational & Workforce Analysis is the foundation of our strategy and proposed approach for addressing Human Capital and workforce issues. Using our W^3 model, we treat your business as a system, analytically defining your workforce's performance and outputs, and aligning them with your business's mission, vision, and goals. Decisions at each step are based on what the data reveals; anecdotal information is not used.

ORGANIZATIONAL NEEDS ASSESSMENTS
MANPOWER REQUIREMENTS ANALYSIS
FRONT END ANALYSIS
COST BENEFIT ANALYSIS
SURVEY DEVELOPMENT AND DEPLOYMENT

ORGANIZATIONAL NEEDS ASSESMENTS

In-depth analysis enables us to identify the gaps between where you are and where you want to be across all levels of your organization. We understand, however, that our analysis can't stop here. We know that designing solutions to just close those gaps is not enough. To really help you get to your desired level of performance, we identify the root causes for why those gaps exist in the first place. Determining the root causes enables us to identify the most cost-effective and highest quality recommended set of solutions for helping you more effectively meet your mission, vision, and goals.

MANPOWER REQUIREMENTS ANALYSIS

As your world of work constantly changes, so do your human capital requirements. At any given point, the number and type of employees you need are changing based on the strategies you must employ to meet your business goals. While you're able to determine what needs to be done, you're not always able to figure out what kind of workers, or how many of them, you need to accomplish what needs to be done. A Harkcon Manpower Requirements Analysis (MRA) is the answer. MRAs can be conducted across all levels of your organization and across all work components. They provide a verifiable way to collect, measure, and analyze the human capital you need to achieve your mission, vision, and goals.

FRONT END ANALYSIS

Front End Analysis (FEA) is the critical link between performance gaps and appropriate interventions at the worker level. Our approach to conducting FEAs directly ties your work to improved performance by determining the most appropriate solution for each specific situation. Through a combination of interviews and direct observations of your expert performers, we will complete our analysis of the world of work for your business. Our Mainstay™ software data analysis tool allows us to do that quickly and effectively, enabling us to design and develop customized solutions to distribute the special tools and tactics of the expert performers to the entire workforce.

COST BENEFIT ANALYSIS

Cost benefit analyses (CBA) allow you to select those projects that maximize the dollars invested in your people by identifying the costs associated with each performance improvement solution option. A CBA is also done to determine how well or how poorly a planned action, process, system, or system of systems will accomplish a stated or desired goal. Harkcon CBAs identify a minimum of three viable options for each projected solution, their associated costs, and the advantages and disadvantages of each. You can compare each option and select the one that best works for your organization.

SURVEY DEVELOPMENT AND DEPLOYMENT

Through our research and survey capabilities, we can help you recognize industry trends, identify environmental factors that are impacting your organization, assess past performance, measure customer/employee satisfaction, determine current strengths and challenges, and chart future directions. We understand that surveys are much more than just a series of questions. We know that surveys are valuable research tools for systematically examining, understanding, and addressing complex business, customer, employee and organizational challenges and opportunities.

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