# The art and <u>science of</u> maximizing investment in Human Capital to drive successful business strategy

Advanced people analytics drive agile business and innovation beyond best practices

Best in class organizations are 3x more likely to make decisions using workforce performance insights<sup>1</sup>

WHAT HOLDS

A typical Fortune 500 company can net an additional \$399



Only **27%** of companies have the right analytical talent<sup>3</sup>

Only **13%** have the right technology<sup>4</sup>



# THE FIVE LEVELS OF RETURN ON PEOPLE How ready are YOU to get the highest return on people through Human Capital Analytics?



Gather past data Focused on employees

Next Steps Link department goals to enterprise goals.

Gather and analyze critical information Focused on business units



### Next Steps Break down silos and build an analytics culture



## Predict the future with leading indicators

Focused on the market future

### Next Steps

Use human and financial assets as equal business levers.



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### Define real causes and apply enterprise solutions Focused on the enterprise

## Next Steps

Help leadership apply the full value of human capital assets to build strategy.



### Drive continuous improvement

Focused on staying ahead of the market

**BEST!** You have arrived.

# read VUU Take the free Media 1 Return on People assessment and find out To get started on aligning your Human Capital strategy, contact Bill Jones • wfjones@media1.us • 616.935.1155

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#### SOURCES: 1 Aberdeen & Kronos, 2010 Applying Analytics to the Workforce 2. The Hackett Group, 2007 http://www.thehackettgroup.com/about/alerts/alerts\_2007/alert\_07242007.jsp 3. CIO, 2010 http://www.cio.com.au/article/367783/biggest\_barriers\_business\_analytics\_adoption\_people/ 4. Accenture, 2010 The New Generation of Human Capital Analytics http://www.accenture.com/SiteCollectionDocuments/PDF/ACC\_4608\_HRanalytics\_FINAL.pdf 5. DiBernardino, 2013 Human Capital Costs - Investment or Expense? https://hcexchange.conference-board.org/blog/post.cfm?post=1650