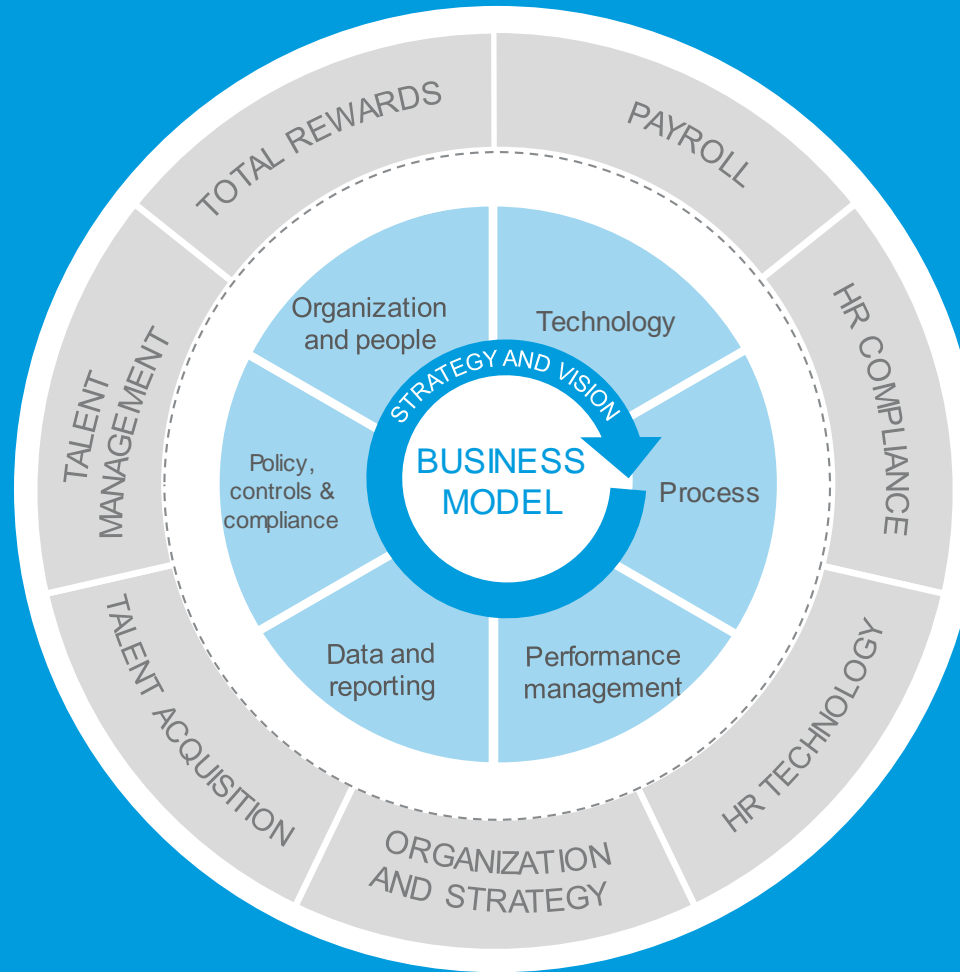




OPTIMIZING THE OFFICE OF THE CHIEF HUMAN CAPITAL LEADER
DRIVING INNOVATION TO ACHIEVE OPTIMIZATION



FOCUSING ON VALUE ADDITIVE PROCESS CONTRIBUTES TO ENTERPRISE OPTIMIZATION



Enabling the enterprise to effectively execute its strategic vision by providing a high performing human resource function that integrates operations, finance, accounting, reporting, performance measurement, and risk management.

JOURNEY TO OPTIMIZATION

Why optimization matters

- High investment in HR practices leads to lower turnover and higher employee productivity
- A transparent and well defined total rewards program drives employee engagement
- Optimized HRIS allows the HR function to be more strategic and reduce administrative workload

The numbers don't lie

1.5x Annual salary to replace employee

Percent disengaged employees cost an organization of annual salary **34%**

60% Percent optimized HRIS reduces administrative workload

MANAGING HUMAN CAPITAL REQUIRES INVESTMENT IN RESOURCES TO HELP CREATE LONG-TERM BUSINESS VALUE BY REVEALING KEY DEPENDENCIES AND RISKS, WHILE FOSTERING MEANINGFUL COMMUNICATION AND ENGAGEMENT.



Define organizational vision to **align strategy, organizational capabilities**, and choices to create **stronger business partner relationship** and deliver intended results.

Improved ability to focus on customer service, rather than correcting operational issues, resulting in **consequent increased revenue**.

Streamlined processes to optimize success of organizational goals, **increasing adaptability and productivity**.

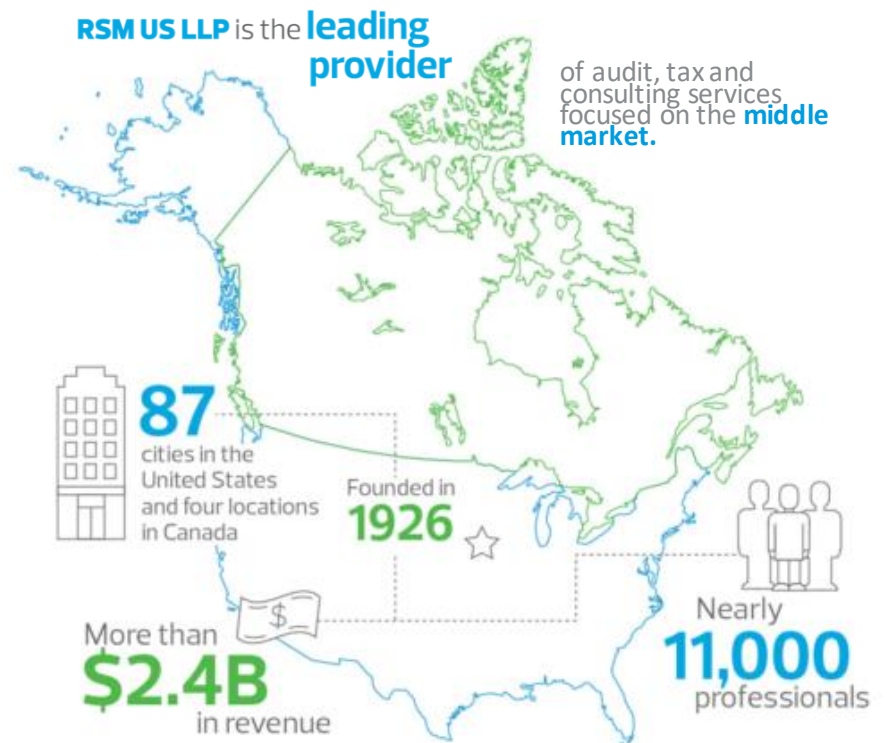
Unique structural design to **prepare for future change, protect against economic and business volatility, and plan for growth**.

Improved training to address specified **knowledge, skill, and ability gaps**, and **enhanced recruitment and selection** for talent aligned to roles and responsibilities.

Enhanced understanding and alignment of shared goals and tasks required to achieve those goals to **cultivate open feedback, increase employee engagement and creativity, and drive results**.

Established performance metrics and structured rewards, including compensation structure, benefits, and supplementary rewards aligned with targeted goals and organizational strategy.

Enhanced understanding of decision-making roles, **information quality**, and **trust in leaders to improve organizational outcomes by leveraging HR**.



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