

PRODUCTIVE CAPABILITY

IMPACTING PROFITABILITY



ANALYTICS



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People Matter

The Pivot Point

The pivot point in any business is always *people*. It doesn't matter what best in class practices or technology you have deployed, nothing happens without people! In some cases it is your biggest expense and bewilderment. It is the great mystery of business. It is the single most important factor of your business. People are your competitive advantage! People matter

Profit Lever = People!

As Jac Fitz-Enz renowned Human Capital strategist says, knowing the economic value of your employees is about understanding the connection between people and profitability. People **are** the critical differentiators of business. **People are your profit lever!**¹ The chasm between every great business plan and success is execution. Execution is about people. And where is people performance information captured? HR systems. And, HR systems are not perceived as strategic or operationally critical.

Senior executives need people based information linked with organizational performance. Business Intelligence systems have created a measuring system overload trying to link this information. HRWARE Analytics focuses on the **people profit levers** for critical decision making across your strategic and tactical initiatives. We take the speculation out of knowing what people information to measure and analyze. Dr Fitz-Enz aptly stated, "Value comes from the knowledge of things that matter."

Productive Capability

HRWARE Analytics helps you zero-in on the few critical metrics relating to *people profit levers*, *employee value proposition* and *productive capability*.

¹ The ROI of Human Capital, Jac Fitz-Enz

² The ROI of Human Capital Management, Jac Fitz-Enz

How do you measure the productive capability of your organization?

You may measure the economic value of your customers, why not employees? Our approach focuses on value, and understanding the driving force to convert these insights into desired results.



You may already use a measuring and management system for production, finance, marketing, sales and information technology, yet you may not be effectively measuring your most important **profit lever** and asset, *people*, and their *productive capability*.² You need to leverage and measure your competitive advantage, **people profit levers!**

Our investigative framework helps customers understand the relationship between people, operational drivers and financial performance. It demonstrates quick, predictable return on investment (ROI) and how your unique productive capability and employee value proposition can clearly improve business. These **profit levers** are what drive **sustainable performance**.

Another way to think about this is to look to supply chain principles. John T. Chambers, Chairman Cisco Systems says, "The company with the best supply chain wins." The same applies to people. The company with the best team wins!

Helping you take the Guesswork out of your People Profit Levers!

You're right, that's not new but it's true! Are you measuring, predicting and optimizing your competitive advantage? Do you really know what levers to push or pull? Or are you leaving that to chance or brute force?

Measure what is important

Clearly, your chances of survival are severely weakened in today's extreme business cycles if you aren't measuring and managing the right things at the right time. Again, nothing happens in your business without people. It is *their* know-how, productive capability and what you value about them that impacts your business. We help you translate these attributes into profitability by measuring the right things relevant to your business.

There is much talk about what the next disruptive technology will be. In other words, what will be the next Amazon, Apple or Facebook. In the knowledge economy age we believe the next disruptive technology is having the *right people profit levers*, to know what they are and the tools to measure and manage them.

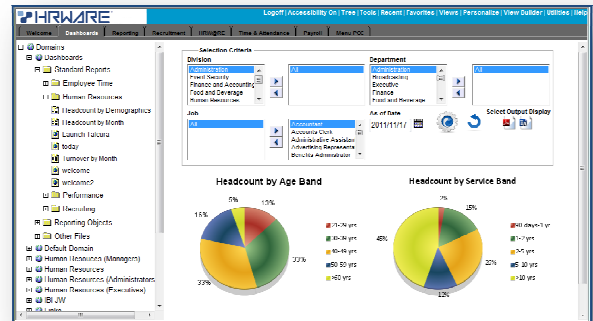
People do matter!

It's time to do more than pay lip service to your people strategies! Do you want to learn more about people profitability levers, employee economic value and productive capability?

If you answered yes to these questions, please:

- visit <http://www.hrware.com>
- email us at mypartner@hrware.com
- or call us at **1-800-390-3291**

to arrange a free initial meeting with our leading experts to help you take the guesswork out of your *people profit levers*.



Helping you take the Guesswork out of your People Profit Levers!