



## Business Consulting

Win with the best  
"People Performance"

## [HR Performance Analysis

**Business is becoming more and more complex: through globalisation, demographics evolution, Market demands, strong Competition, short Market Life Cycle, Speed of ... everything. On this ever-changing world, there is nevertheless a constant: Companies that will win tomorrow are those with the best "People Performance".**

HR performance is a top discussion topic now among the leaders and managers of every company. But it is difficult to find out what is required, what must be improved, and how. This is where our Business Consulting Practice aims to bring value by:

- Helping our clients to have a better picture of their current performance
- Helping clients to find potential areas for improvements
- Determining what could be undertaken to improve those areas

HR Performance Analysis comprises three key offerings to deliver strategic and operational recommendations for HR performance improvement:

### ● **Flash Diagnostic:**

Assessing whether there is room for HR performance improvement and where. Bringing expertise and experience through benchmarks and best practice to our customers, applying this to their circumstances and aligning with their strategy

### ● **HR Performance analysis**

Comprehensive analysis of HR performance, helping HR management to determine how it might improve the HR organisation in line with business needs, without preconceived solutions. We enable you to take the right decisions and invest appropriately to meet your business challenges.

### ● **HRIS Performance review**

Focusing on the HR Access Suites, we help our clients to see if there are ways to improve and optimise their current HRIS. Our HR Access experts will apply their knowledge about cost and performance improvements to answer the question: "Can I do better with what I have?"

Our overall target is to make your HR as effective as possible. In order to succeed and be widely implemented, all these improvement plans must be shared and owned by HR professionals. For this reason we have a participative approach which enables us to focus our attention where we can best add value, while also making the most of our clients' own strengths. This approach has the bonus that it enables HR team mobilisation, the cornerstone of HR performance improvement.



**The idea of these HR Performance Analysis activities is not to produce a lot of recommendations that will never be applied.**

Indeed, it only is worth spending time on such activities if they lead to applicable action plans, owned by the people in the client company, whether those plans are strategic or operational.

**Here are some further insights on the ways we help our clients to reach those targets:**

#### ● **Flash Diagnosis**

- A flash diagnosis is a one-to-three day process. Our expert business consultants will spend up to two hours with key HR personnel collecting information at one-to-one meetings. A short collection of recommendations complete with working leads and key areas for improvement will be given to our customer based on:
  - Interviews and management field perception
  - Figures collected
  - Benchmarks and best practice
- Areas that should be included in this short diagnosis will be predetermined with the customer based on perceived needs.

#### ● **HR Performance Analysis**

- We aim to provide a comprehensive analysis of HR performance and to propose detailed action plans to develop HR performance in line with our customer's strategy. Common enquiries include: "Is my HR function performing well according to my circumstances and best practice? Can I improve it? Where and how?"
- This is a 10-to-20 day process covering the following main areas:
  - Organisation analysis
  - Process review
  - HRIS mapping
  - HR function costs
- To be as efficient as possible our business consultants have tools and methods that allow them to quickly identify and match the key areas with the appropriate Human Resources expertise and Human Relationship attitude. We use a four step approach:

- Project Alignment, to establish project personnel, timing, the detailed scope and to confirm objectives
- Diagnosis, of all the areas mentioned above
- Target solution, with several scenarios
- Feasibility and decision making support

#### ● **HRIS Performance review**

- This performance review can complement or replace the HR Performance Analysis, focusing solely on HRIS Solutions with HR Access Suite. Our HR Access Suite experts can help our customer to answer the following question: "Is my HR Access Suite currently used at full capacity?"
- This is a 10-to-20 day process covering the following main aspects:
  - Features deployed
  - Deploying users and system features appropriately
  - Quality of customisation and the adaptation to new requirements not in the original solution


This review will result in recommendations which enable our customer's HR Access Suite to optimally meet their needs.

Whatever the type of analysis, our customers can expect the following outputs in addition to concrete action and a related high-level business plan:

- A shared vision of the key HR objectives, according to the current situation and moreover to the targeted one
- Key personnel mobilised to increase HR performance
- Strong ownership, increasing the key HR personnel's willingness to make this happen

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