

Case Study

HR Capability Assessment

Introduction

Our client, a large public healthcare organization, asked The Talent Company to complete an in-depth analysis of their human resources function, associated capabilities, and suitability to effectively support a number of consolidations.

With reporting that reflects a decline in service quality, employee engagement scores at a concerning level, and a number of key HR departures, our client was in need of an expert opinion of how to stabilize their human resources function and commence a turnaround to invigorate a new confidence in HR.

Our Solution

The Talent Company's Human Resources Capability Assessment™ is a customized solution that provides our clients with an understanding of existing gaps, an overview of organizational deficiencies against industry benchmarks, and a list of prioritized recommendations to evolve towards a more progressive state.

The following steps were taken to identify underlying issues and provide a blueprint to map to the desired future state:

- Key intake discussions to understand organizational alignment, people, processes, programs and policies across all human resources disciplines.

- Comprehensive review of all HR inputs including Talent Assessment, Succession Planning, Performance Management, High Potential Development, Workforce Planning as well as numerous others.
- Benchmarking HR Best Practices and Market Research. We assessed the performance of our client's HR function relative to other leading organizations and their HR practices.
- A comprehensive maturity ranking that outlines industry trends and best practices against our client's capabilities, strengths, and areas of improvement.
- A blueprint with prioritized recommendations outlining short, medium and long-term activities that could help our client evolve, retain key talent and rebuild credibility with leadership.

The Talent Company delivered and exceeded client expectations on every aspect and phase of this project. Our client continues to partner with us on other projects within their HR function.

The Talent Company is a management consulting firm that specializes in human resources solutions. We work closely with our clients to develop, optimize and innovate their recruitment and talent practices. Our organization is comprised of leading human resources, compensation, talent, recruitment, executive coaching and leadership experts with proven track records of consulting and corporate success.

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