



HCM Compass

A new breakthrough
methodology to align Human
Capital Management to
Business Strategy Execution



welcome to brighter

The need for integrated Human Capital Management (HCM)

Organizations today need to adeptly navigate a contemporary business landscape teeming with disruptive technologies and evolving workforce requirements.

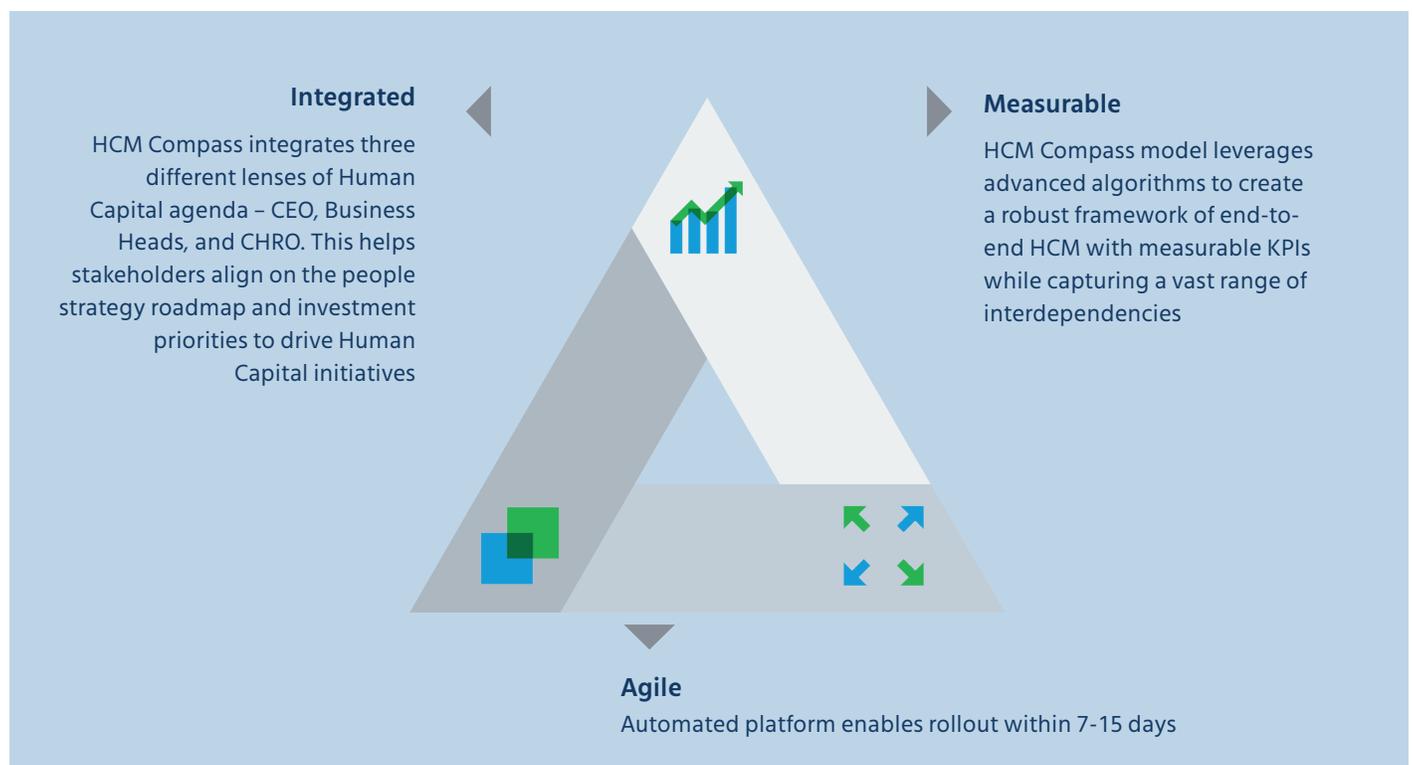
Hence, it is essential to adopt a holistic solution that assesses and aligns organizations' HCM with its business strategy. HCM Compass fulfills this need and provides organizations with a comprehensive and tech-enabled support for their HCM strategy.

What is HCM Compass?

HCM Compass is an innovative and sophisticated capability assessment model that gives organizations an end-to-end view of their HCM capabilities. HCM Compass is based on an integrated, automated platform, enabling comprehensive and agile HCM maturity and risk assessment and action planning. It relies on an intense mix of data analysis and in-person consulting — providing a comprehensive, measurable, and quick outcome. HCM Compass covers 10 dimensions, 30+ sub-dimensions, and 160+ parameters of HCM.

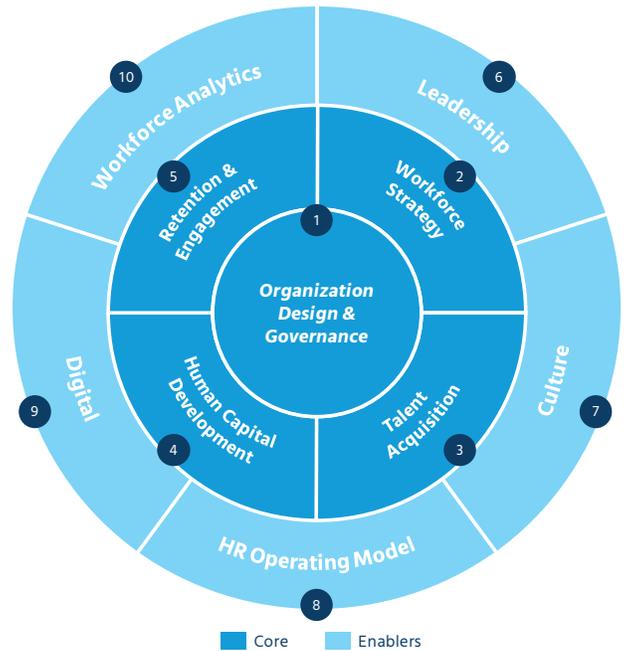
Who is it meant for?

HCM Compass is relevant to organizations looking to improve the effectiveness of its HCM practices, irrespective of their size and scale. The solution is invaluable to organizations that want to assess the maturity of their HCM and identify HCM-related risks as well as organizations that are currently undergoing larger transformation or restructuring as it helps identify both the current and desired states of human capital management and provides a prioritized action plan.



How does HCM Compass align human capital management with business strategy?

The solution translates business strategy into people strategy, creating actionable objectives and tasks. It enables the executive leadership to understand the alignment of HCM practices with the organization's business strategy and allows for powerful Human Capital Strategic Action Planning through the HC Blueprint Creator™.



Questions from business leaders

- How do we make our HCM efforts and impact tangible and measurable?
- How do we translate our strategic objectives into specific HCM actions?
- Is there an HCM framework that helps us prepare for transformation without disrupting our business?
- What is the efficient way of identifying interdependencies across transformation levers?
- How do we prioritize and sequence our HCM investments and efforts?
- How can we conduct a quick diagnostic to understand the maturity (and effectiveness) of our HCM practices?
- How do we identify and proactively address our HCM-related risks?

Solutions to optimize HCM capabilities

- Action plan to align people strategy with business strategy
- Sharply defined ownerships for various initiatives
- Identified investment priorities
- One-stop solution for C-Suite and Board reporting
- Sharper people processes

Powered by a strong mercer legacy



70+

years of human capital capabilities



Clients in over

140

countries



22,000+

colleagues

HCM Compass differentiators

HCM Compass helps your business easily identify and achieve HCM goals by offering:



Shorter delivery time

Results are ready in just weeks



Analytical and consultative approach

Integrated mode of analysis and validation of data and inputs



Internal & external benchmarks and best practices

For a consolidated view of the organization's HCM capabilities



Power of automation

Automated and Integrated Model leverages advanced algorithms to capture causal linkages across dimensions



Immediate action plan

Helps organizations prioritize investments into high impact areas

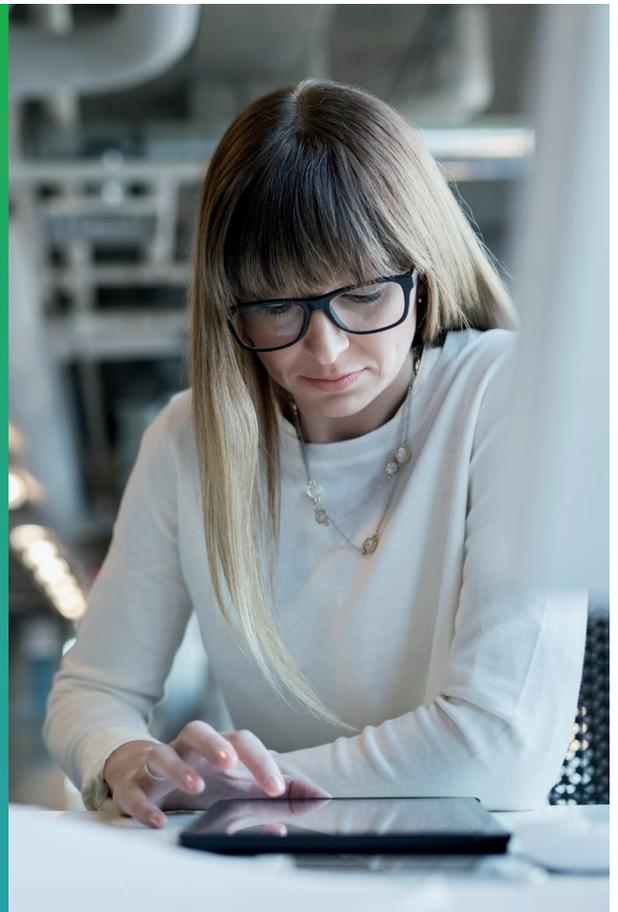


Engagement, not audit

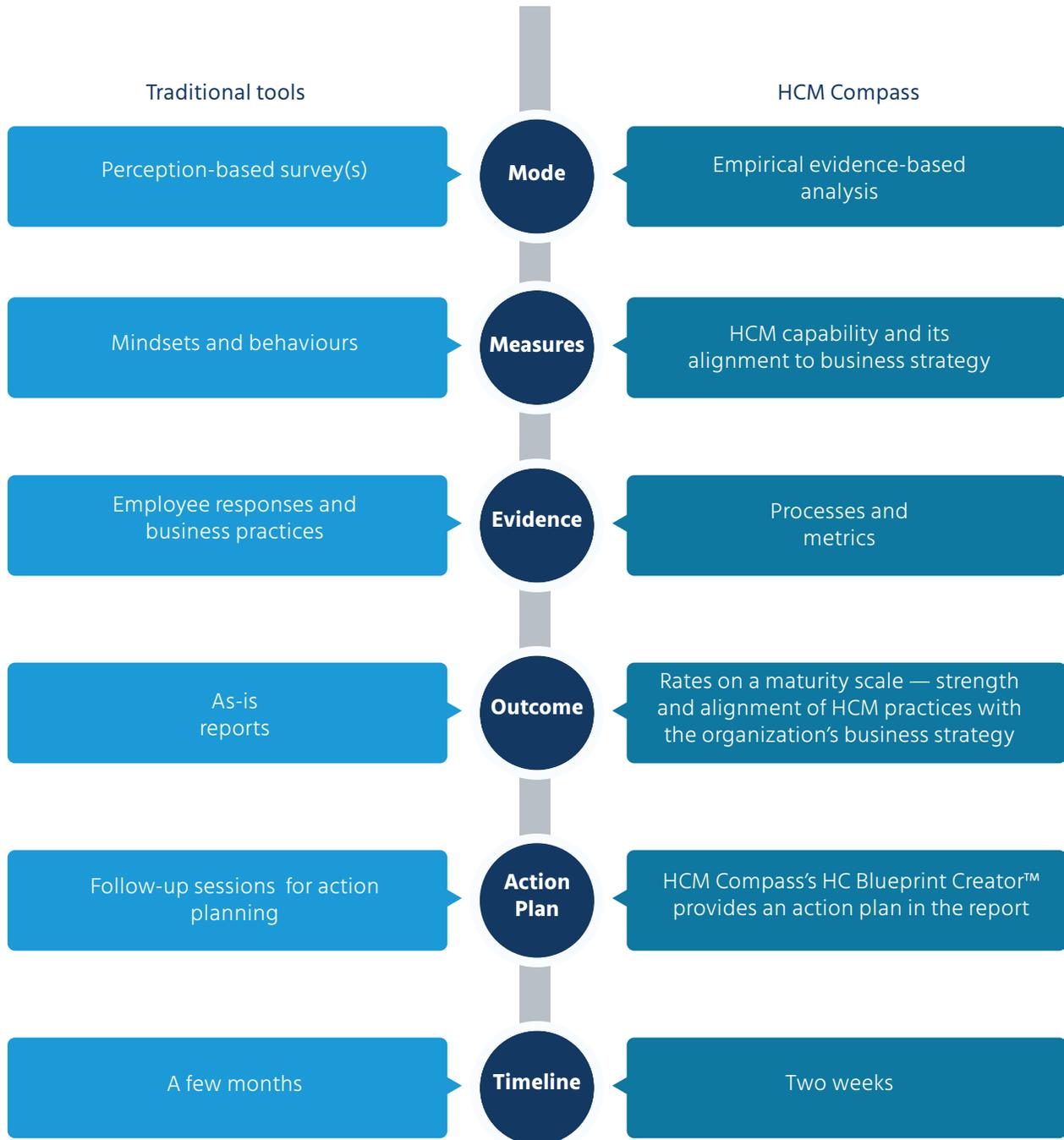
Identify a baseline for current organizational capabilities

4 benefits of HCM Compass

- #1 Provides a baseline for current organizational capabilities for Human Capital Management
- #2 Provides a mechanism to track overall progress as part of transformation
- #3 Creates a deeper understanding of the HCM budget prioritization and planning
- #4 Makes senior leadership accountable for creating momentum for human capital capability development



HCM Compass advantage over traditional tools



How HCM Compass can help align your Human Capital Management processes with your business strategy

Case 1

A leading Food Product Company deployed HCM Compass to develop a 3-year action-bound strategic HR roadmap as a part of their annual Business Planning Exercise

Case 2

Planning ministry of a leading Economic and Political power deployed HCM Compass to define its transformation agenda and a multi-year HR transformation roadmap

Case 3

A leading Automotive Company deployed HCM Compass to develop an agile organization, a future ready workforce and lean HR practices

Contact



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About Mercer

ODE

Mercer 'Organisation Development & Effectiveness' (ODE) is a specialized unit of Mercer, developed to help clients align their Human Capital Management and business strategies. ODE focuses on making our clients' HCM future ready, while navigating the contemporary business landscape in volving disruptive technology and workforce changes.

