

Human Capital Management



The world of HR is transforming, and we have spent more than 20 years helping clients manage this evolution.

Business leaders look to human resources to address issues related to the fight for talent, global expansion, increasing regulations, and the dynamics of an aging workforce and generational differences. Expectations have been elevated and HR organizations need to be nimble and proactive to meet these expectations.

What's your vision?

- **Integrated talent management**
- **Analytically driven HR decisions**
- **World class HR service delivery**
- **Strategic partnership**

We can help.

Our Focus

HR is a core specialty at ScottMadden and has been since our inception in 1983. As such, we have a dedicated human capital practice that consults in all areas of the function.

Our consultants have deep HR expertise to address our client's challenges and produce practical and measurable solutions. Our expertise is experience based, not theoretical. Our clients trust us to take on their most difficult challenges because we have proven that we can.

We consult across geographies and across industries, including aerospace, consumer products, defense, education, energy, entertainment, healthcare, manufacturing, pharmaceuticals, retail, technology, telecommunications, transportation, and others.

Whether we are improving talent management programs, revamping processes to ensure effectiveness and regulatory compliance, designing and implementing new service delivery models, expanding existing operations, or evaluating outsourcing opportunities, we ensure our clients achieve the business value desired.

Enhancing the value of HR with efficiency the business respects.



Capabilities

HR Transformation

- HR transformation strategy
- Service delivery model design
- Business case development
- Implementation planning
- Implementation support/project management
- Operations expansion

Organization Transformation

- Strategic HR and business goal definition
- Work realignment
- Organization design
- Business case development
- Implementation planning

HR Analytics

- Organization launch
- Data model development
- Dashboard creation

Talent Transformation

- Talent management strategy
- Talent management organization design and build
- Process redesign
- Competency development
- System requirements identification
- Implementation planning

HR Technology

- Business requirements identification
- Vendor and product identification
- Facilitation of vendor selection
- Configuration design
- Facilitation of system testing
- User support model
- Implementation support

Change and Communications

- Stakeholder management
- Change impact analysis
- Change, training, and communication planning
- Change, training, and communication plan execution

ScottMadden can help HR leaders identify, develop, and implement solutions to human capital issues.

To learn more about getting it done right, visit us at scottmadden.com or call 404.814.0020.

LOCATIONS

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