

HUMAN CAPITAL

DIAGNOSIS



HCVI*



* Human Capital Valuation Index

ANNUAL COST OF UNDERPERFORMANCE

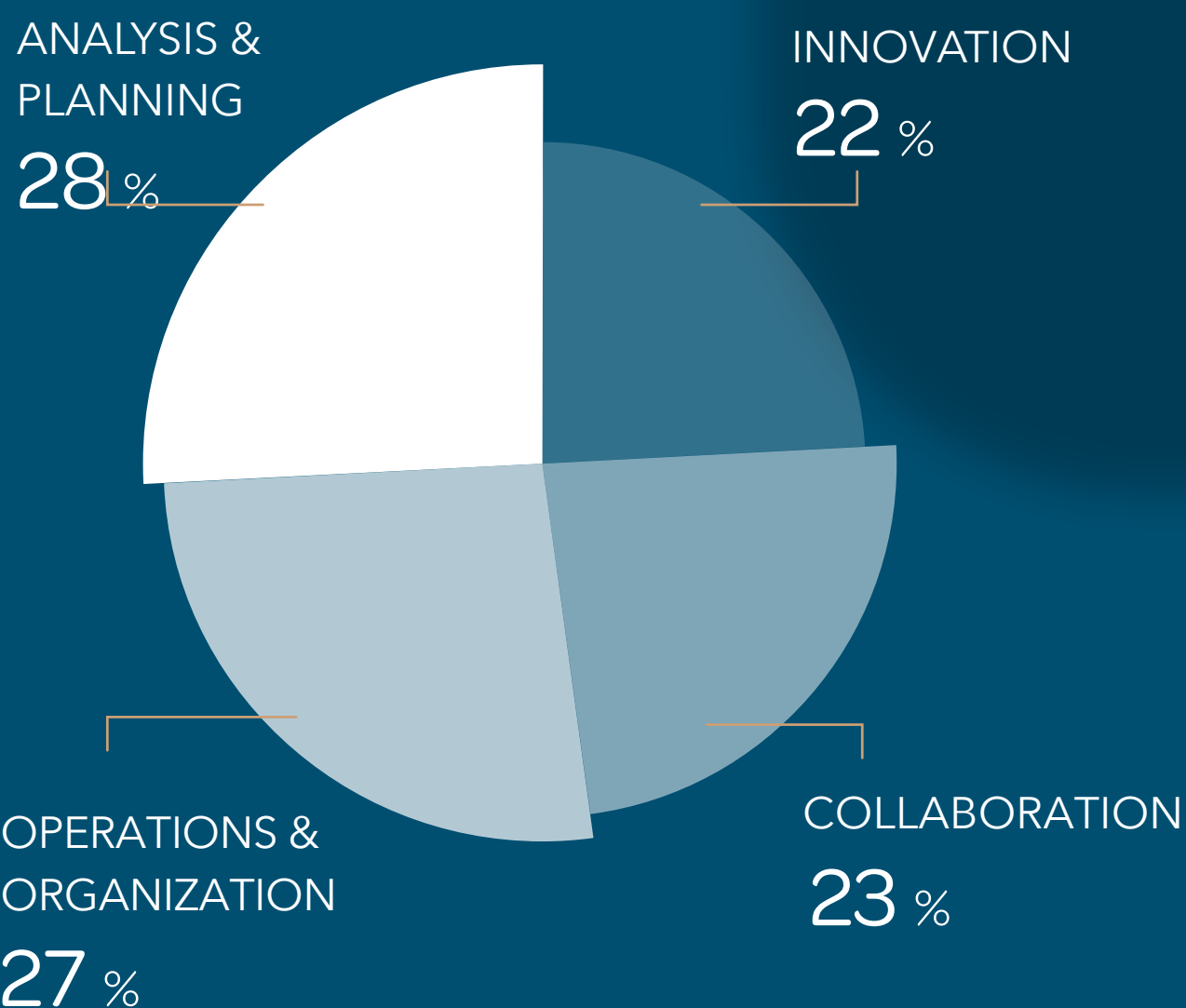


TEAM'S STRENGTHS



▶ Team's strengths distribution

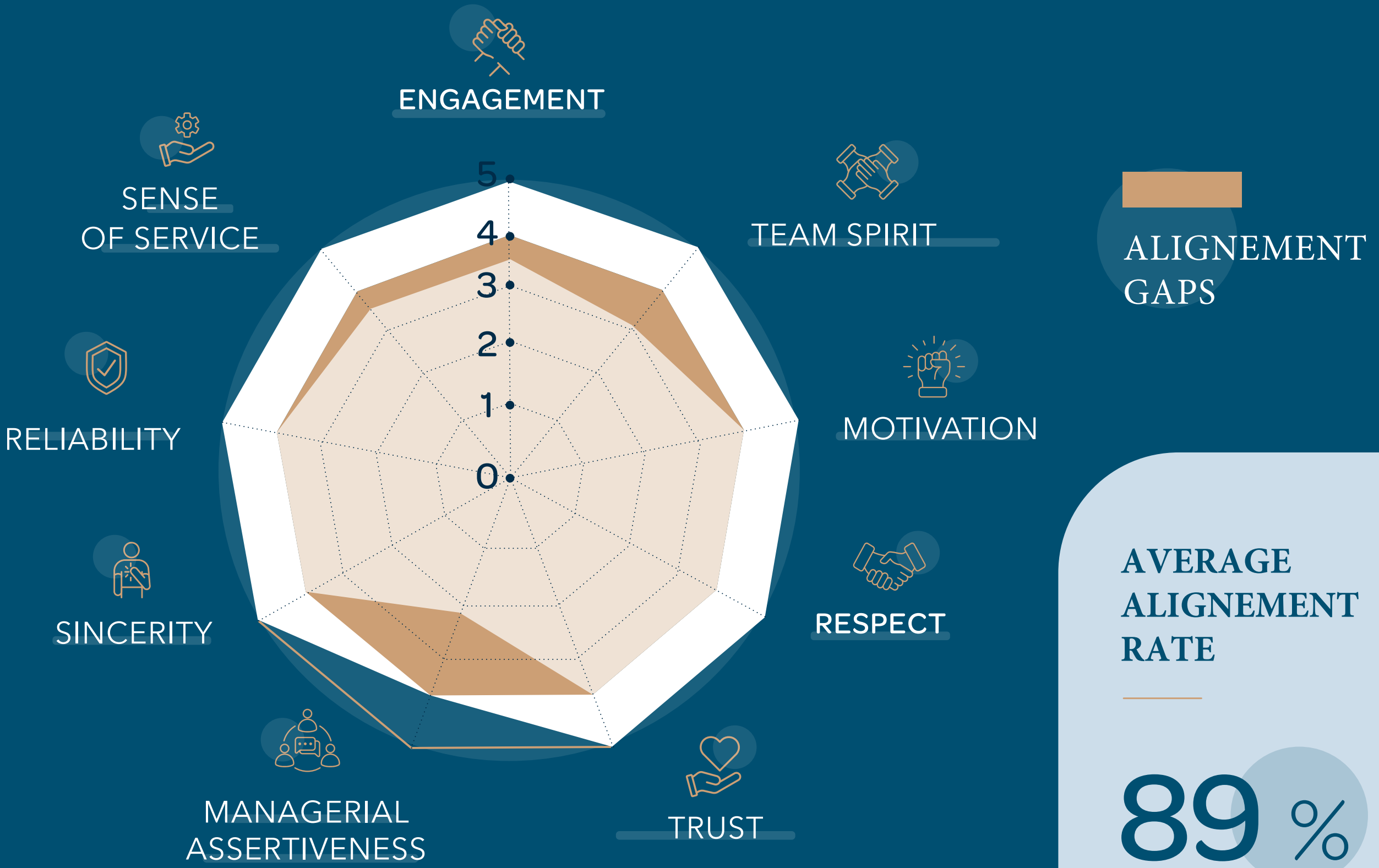
▶ # of employees by engagement drivers



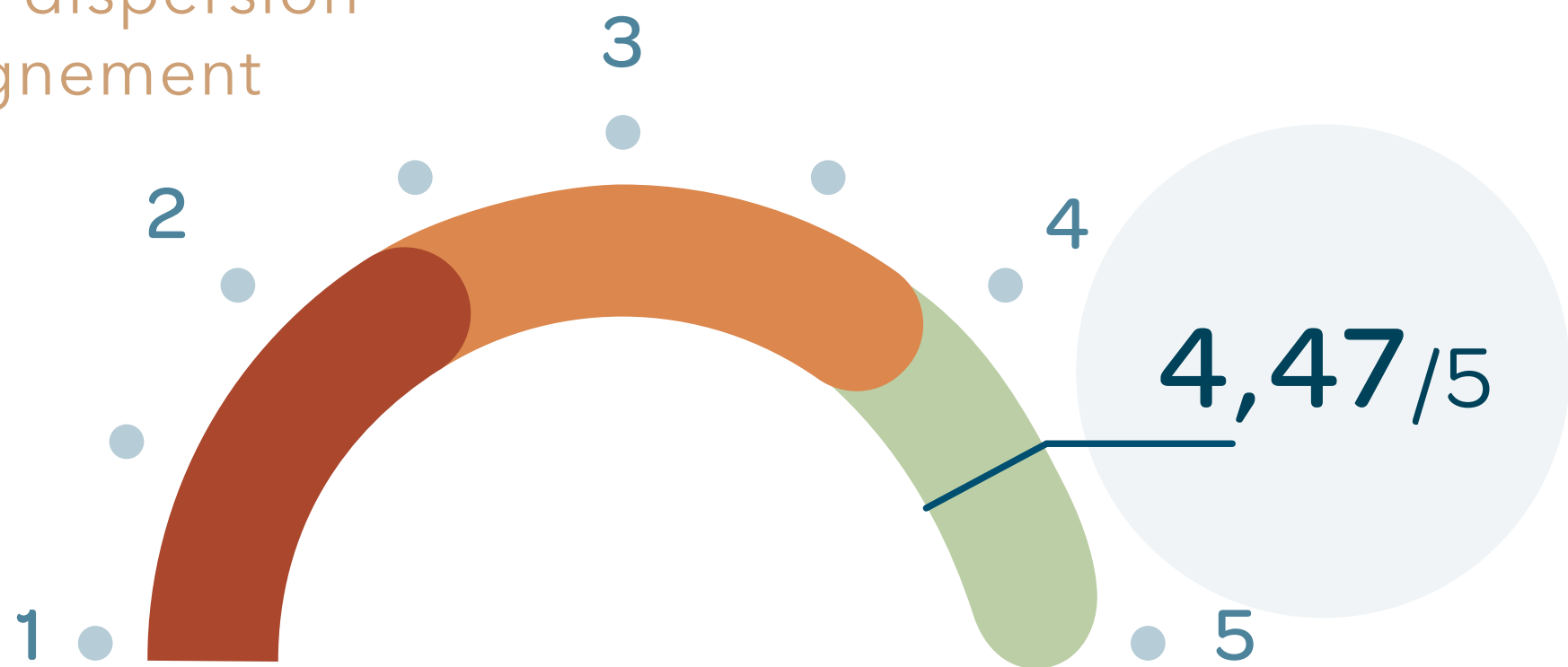
TEAM'S VALUES



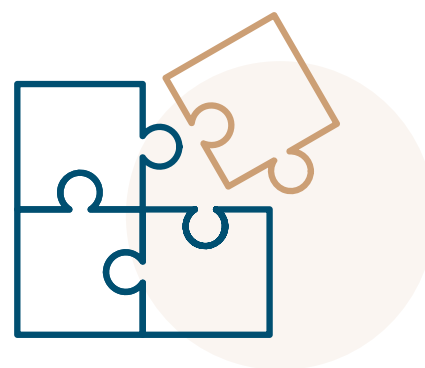
► Values alignment level



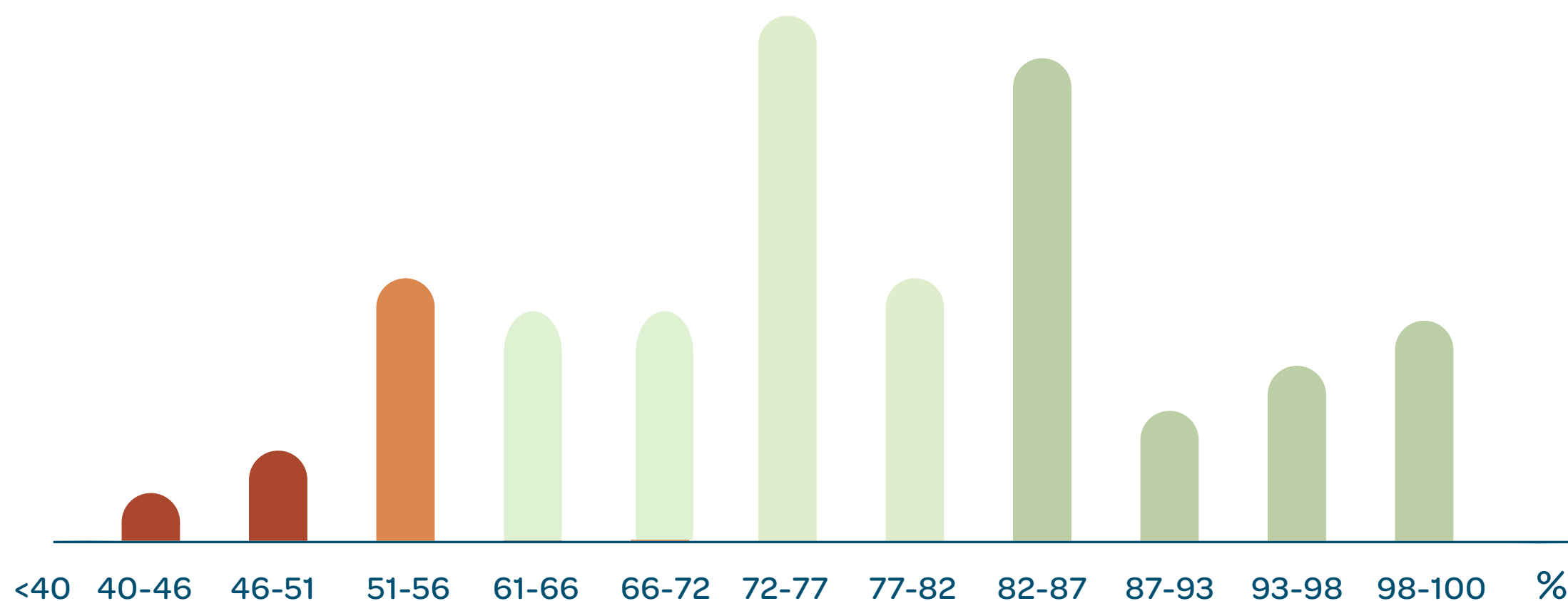
► Average and dispersion of values alignment



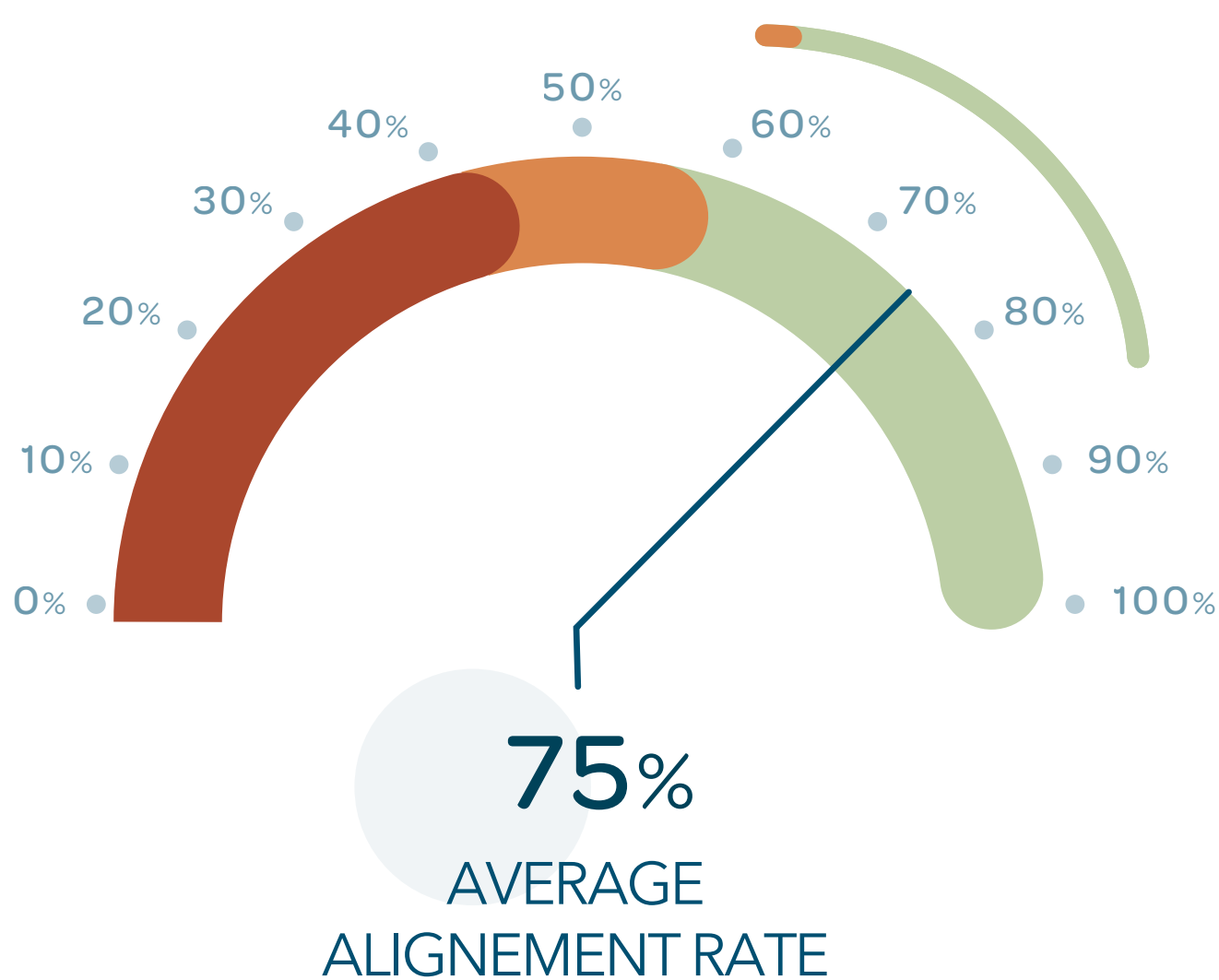
ALIGNMENT OF EMPLOYEES WITH THEIR POSITIONS



► Man-position alignment distribution



► Average man-position alignment rate



MANAGERIAL ALERTS

► PSRI*



3

33%

*Psycho-Social Risks Indicator

► MAN-POSITION MISFITS



1

11%

► TOTAL ALERTS NUMBER



4

44%

PERFORMANCE

POTENTIAL



► PRODUCTIVITY GAINS TO BE REALIZED



1355 K€

VALUES

+ 6%

MANAGEMENT

+16%

ORGANISATION

+19%

59 %

100%

HCVI

HUMAN
CAPITAL
ACTUALLY
MOBILIZED

VALUE
SHARING
GAP

MANAGERIAL
MOBILIZATION
POTENTIAL
(ENGAGEMENT)

POTENTIAL
RELATED TO
ORGANIZATION
AND STAFF
ALIGNMENTS

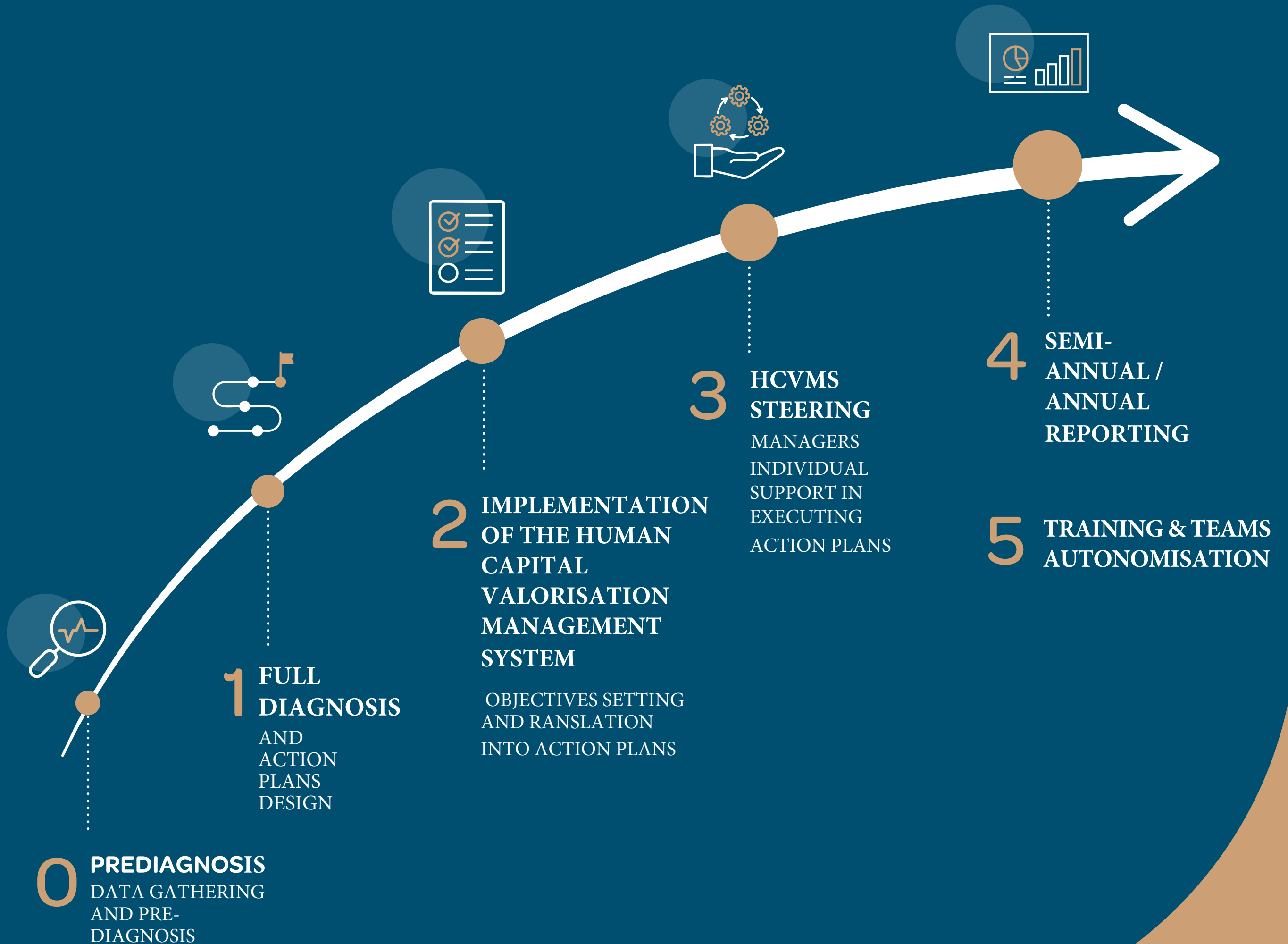
UNDERLYING
HUMAN CAPITAL

SET UP



AN HUMAN CAPITAL

MANAGEMENT SYSTEM



tod

TALENTSONGOINGDISRUPTION

MAKE YOUR
HUMAN CAPITAL
YOUR PRIMARY LEVER OF
COMPETITIVENESS

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