

HUMAN CAPITAL

DIAGNOSIS

EXAMPLES ESTABLISHED ON A REAL CASE



HCVI*



* Human Capital Valuation Index

ANNUAL COST OF UNDERPERFORMANCE

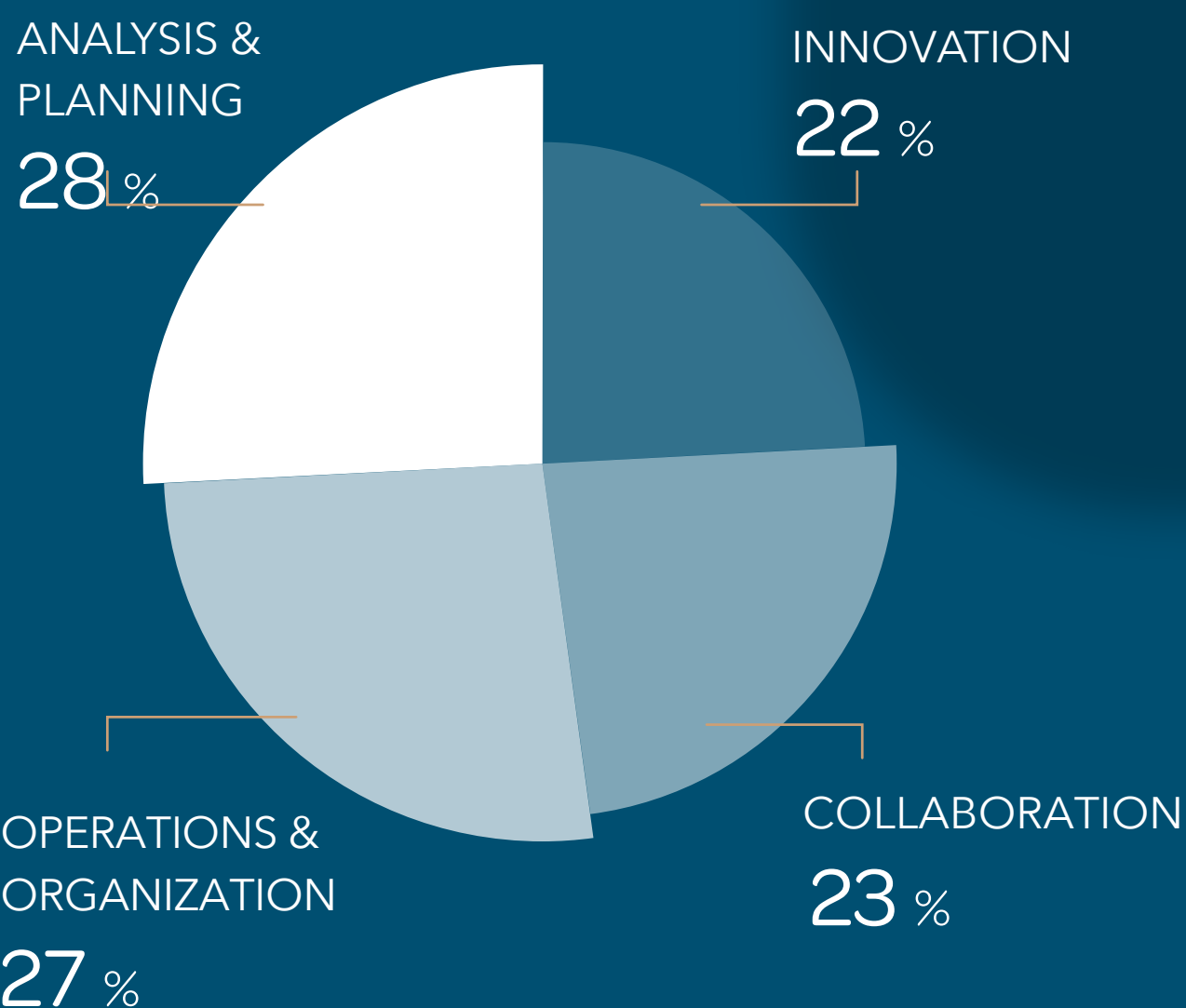


TEAM'S STRENGTHS



▶ Team's strengths distribution

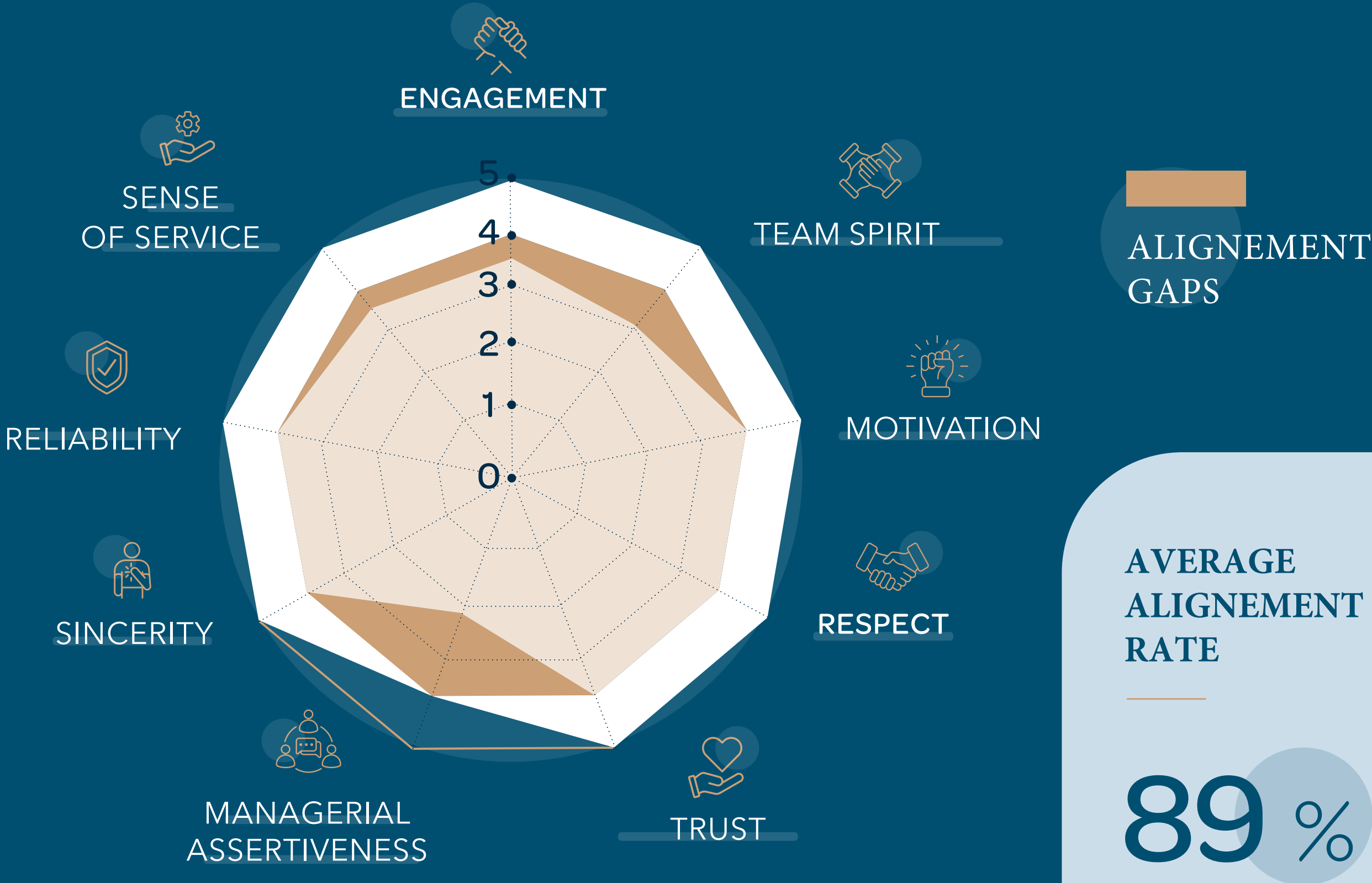
▶ # of employees by engagement drivers



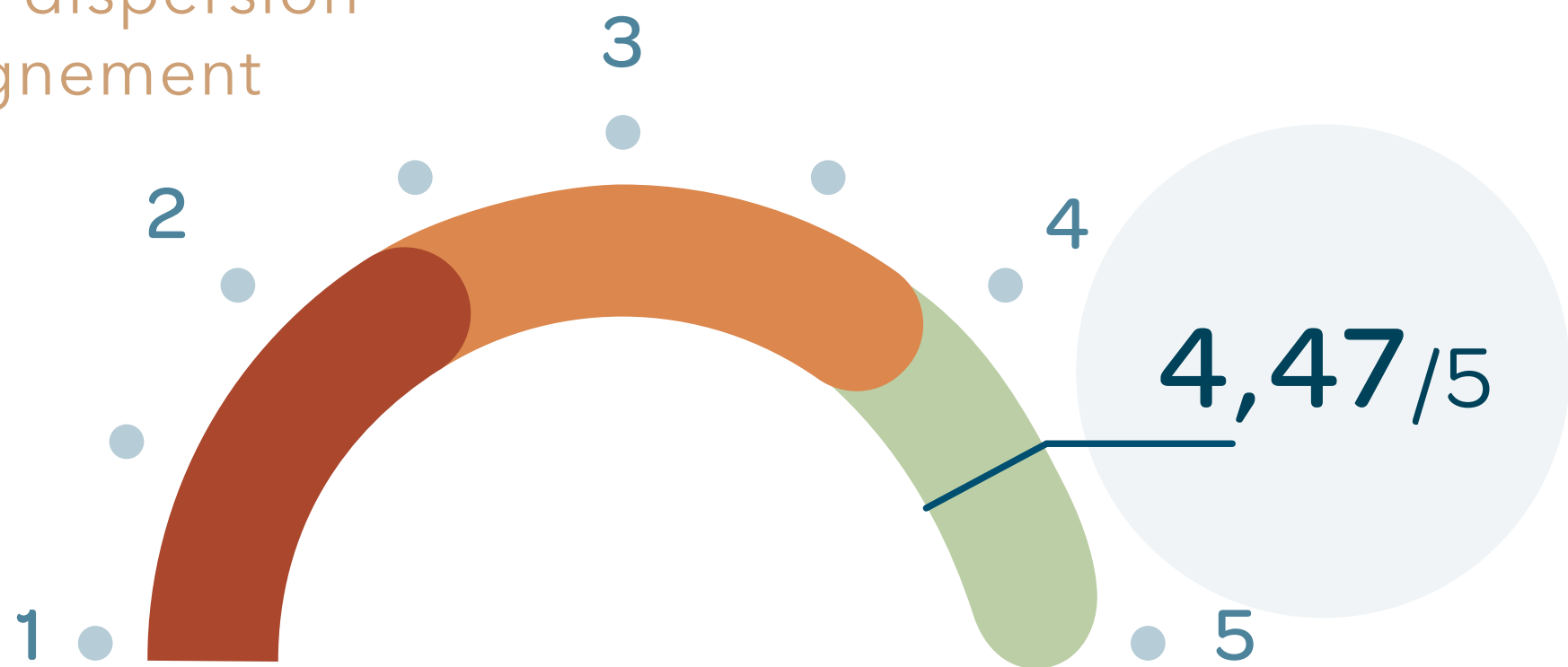
TEAM'S VALUES



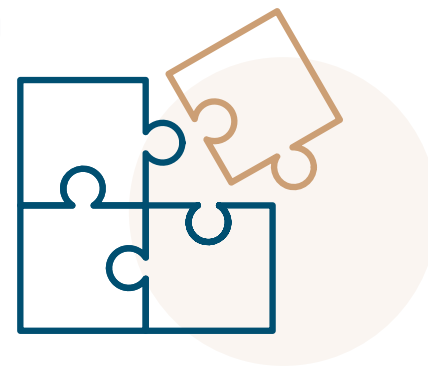
► Values alignment level



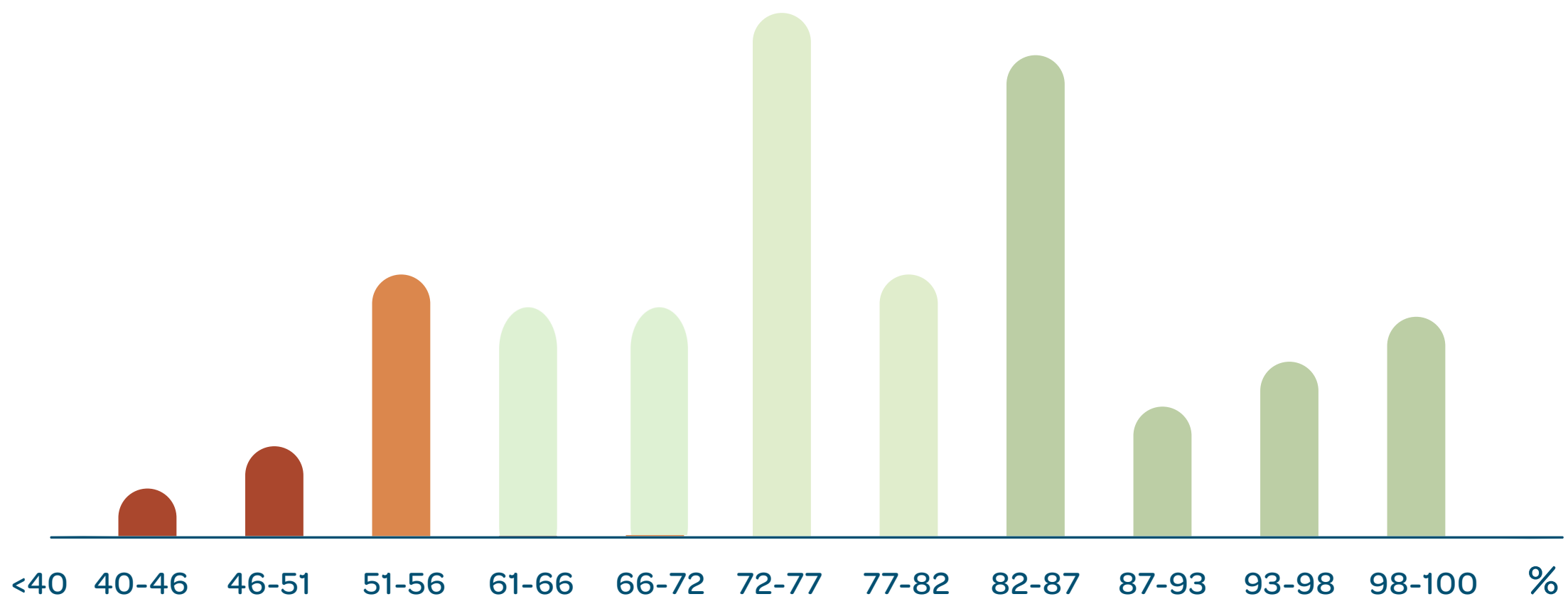
► Average and dispersion of values alignment



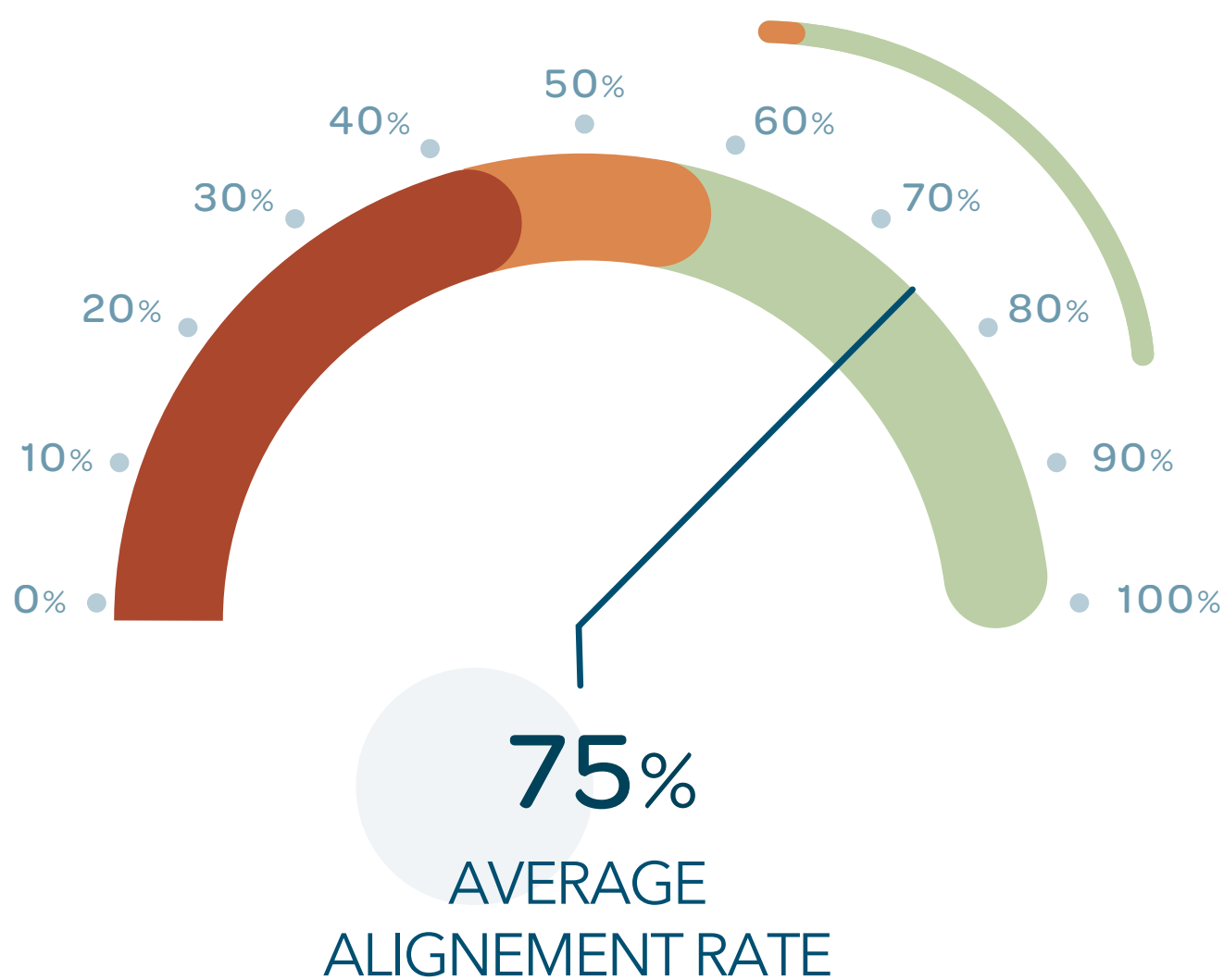
ALIGNMENT OF EMPLOYEES WITH THEIR POSITIONS



► Man-position alignment distribution



► Average man-position alignment rate



MANAGERIAL ALERTS

► PSRI*



3

3,3%

*Psycho-Social Risks Indicator

► MAN-POSITION MISFITS



1

1,1%

► TOTAL ALERTS NUMBER

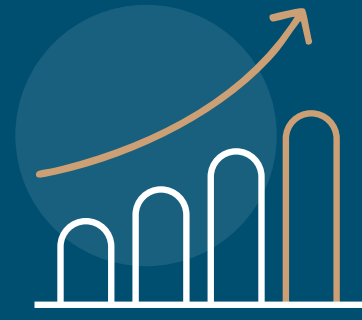


4

4,4%

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

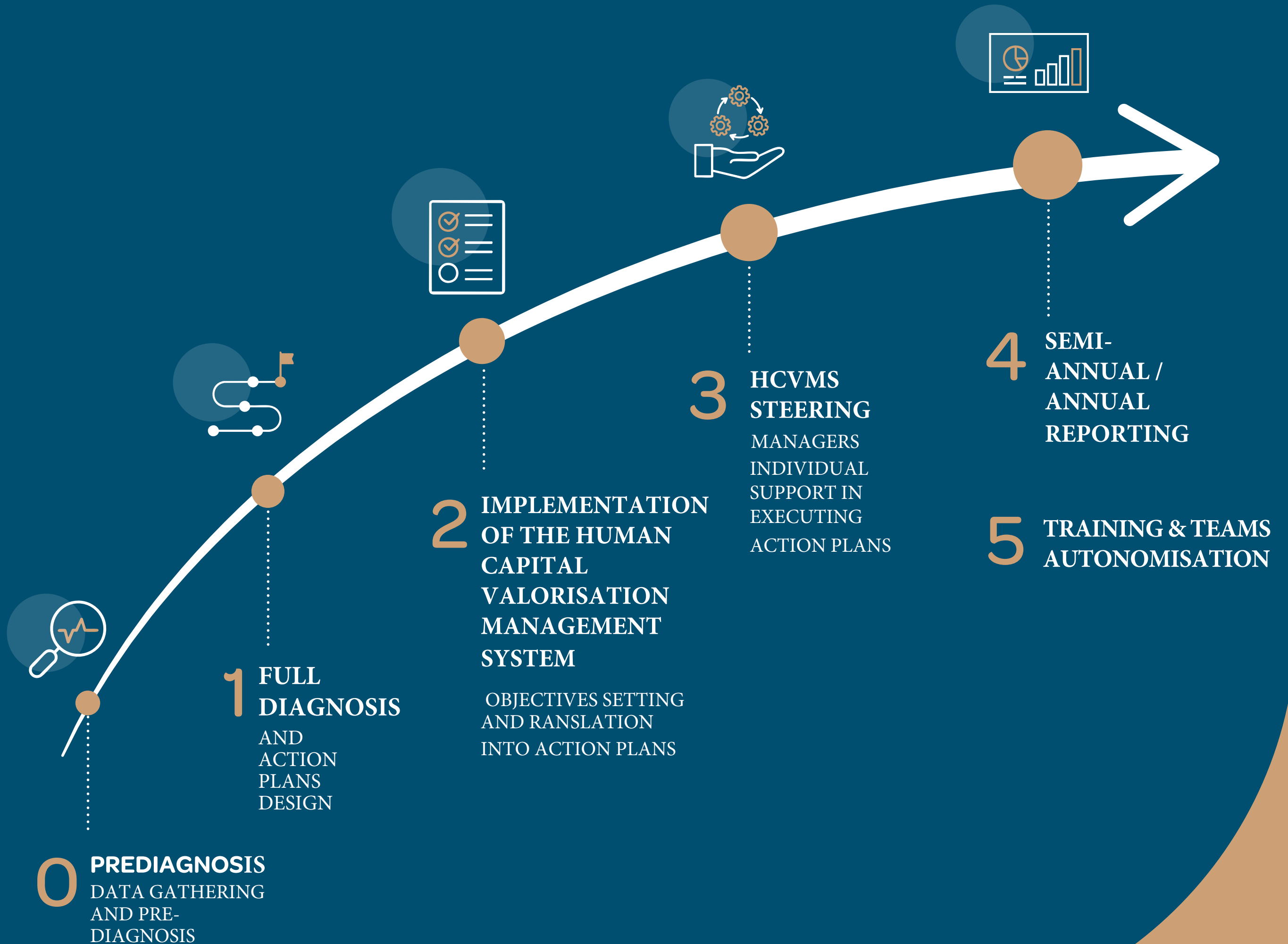
UNDERLYING HUMAN CAPITAL

SET UP



AN HUMAN CAPITAL

MANAGEMENT SYSTEM



tod

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