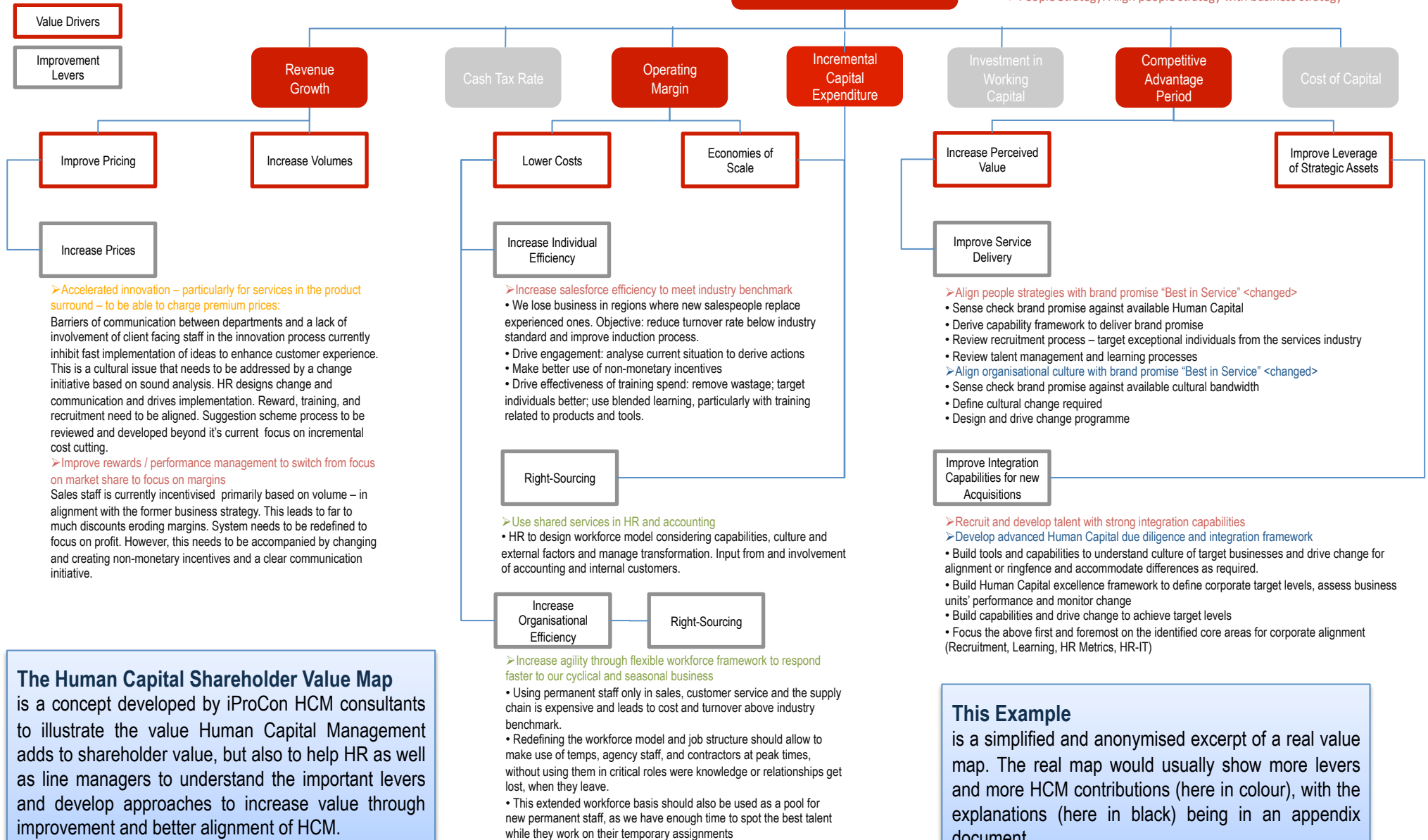


Human Capital Shareholder Value Map – worked example

HUMAN CAPITAL VALUE GROUPINGS

- Change management incl. cultural analysis and change
- Improving innovation capabilities
- Sourcing: Making and implementing the right “make or buy” decisions
- People Strategy: Align people strategy with business strategy

Shareholder Value



The Human Capital Shareholder Value Map is a concept developed by iProCon HCM consultants to illustrate the value Human Capital Management adds to shareholder value, but also to help HR as well as line managers to understand the important levers and develop approaches to increase value through improvement and better alignment of HCM.

This Example is a simplified and anonymised excerpt of a real value map. The real map would usually show more levers and more HCM contributions (here in colour), with the explanations (here in black) being in an appendix document.