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PRESS RELEASE

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VaLUENTiS launches HR Function 2.0 ® solution and associated advisory services

VaLUENTiS has launched its HR function 2.0 solution for organisations in the public and private sectors. The solution is essentially a toolkit for enabling HR Functions to transform to an entirely new level of performance through progressive steps. For the first time organisations will be able to quantify the impact of their people management practice, the value proposition of their HR function and the comparative return on their whole people management spend.

HR functions will be able to use this to allocate resources in the most efficient manner and also to highlight any expectation gaps between it and the organisation. For any HR functions who find themselves having to restructure this is a mandatory exercise to avoid the worst effects of basic cost-cutting. For other HR functions this is a sophisticated way of developing/clarifying their respective value propositions, impacting on both HR strategy and operational delivery.

Nicholas J Higgins, CEO of VaLUENTiS, commented "We see a lot of continual internal restructuring of HR but are unsure as to the benefits or impact it has on the wider organisation; and particularly regarding support in ensuring the requisite level of people management practice. By evaluating current organisation reality around the various aspects of people management, assessing the relative value placed on HR activities by both the line and HR executives; and evaluating the total spend on people management/support we are able to provide informed decision-making and impact on potential cost savings and/or performance improvement.

Most organisations operate on what we call the (inverted) horseshoe effect – there is a point that organisations 'combined spend' on people management and support becomes negative relative to performance outcomes.

HR function 2.0 effectively sees the creation of the next generation of the HR function and its impact, one that recognises its role in assisting the organisation (managers) to optimise people performance and productivity whilst achieving operational excellence in its own backyard."

To find out more on HR Function 2.0 ® call the team on +44 (0)20 7887 6108 or e-mail HRF2@valuentis.com.

VaLUENTiS is a leading global professional services firm providing clients with human capital management, human capital measurement, organisational effectiveness and organisational measurement solutions to enhance performance. Clients include FTSE100, Euro300, and S&P500 companies, as well as a variety of public sector organisations.