

MANAGING HUMAN CAPITAL RISK

Macro Organizational Year-End Assessment Checklist

Critical organizational issues you should consider as you move your organization through this critically important year-end cycle.

1. Do you understand why and where the cost of underperformance is decelerating growth opportunities?
2. Are your people, your Human Capital Asset, keeping pace with and aligned to your strategy?
3. Can your current employees deliver high-quality, sustainable results with 'forecastable' predictability?
4. Are you creating appreciating or depreciating Human Capital Assets?
5. Are your employees:
 - a. Value Creators
 - b. Value Sustainers
 - c. Value Eroders
6. Are your people capable, willing and accountable to take advantage of competitive market opportunities?
7. Do you have a rigorous method to evaluate current performance, assign productivity assessments and a cost basis to employee performance?
8. Can you identify the cost structure and real cost of your people by productivity percentages against 100% - The Benchmark?
9. Do you identify the risk, cost and productivity impacts when top producers leave and low producers stay?
10. Can you forecast current and future people potential and capacity to keep pace with strategic business objectives?
11. Would you rehire your current team of people?

Do you have questions on how to assess your organization and your people?

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