

HR's key to boardroom impact:

Fact-based status of HR across company units—in one graphic overview using the HR Excellence Matrix™

“...During the last 17 years, through our extensive research and our work with more than 350 international companies, we have identified the Strategic Agenda and the Must-Win-Battles in people management. Out of more than 300 metrics, 4,000 activities and business cases the significant results are extracted and condensed to the decisive topics and metrics that have an impact on the results of a company. **This newsflash is about HR's key to boardroom impact. ...**”

Summary: Insights into HR practices with proven impact on business performance have been available via the F-Top Benchmark for over a decade — and many companies with a focus on people management have used this to demonstrate their success and to shape their strategic HR journey. However, comparing units of a corporate group based on hard facts and then showing the results to the boardroom in a simple yet accurate way remains a major challenge for HR.

Now there is an intriguingly simple solution: The HR Excellence Matrix™ enhances the lessons from the benchmark by visualising the status of HR per unit in two dimensions: process maturity and efficiency.

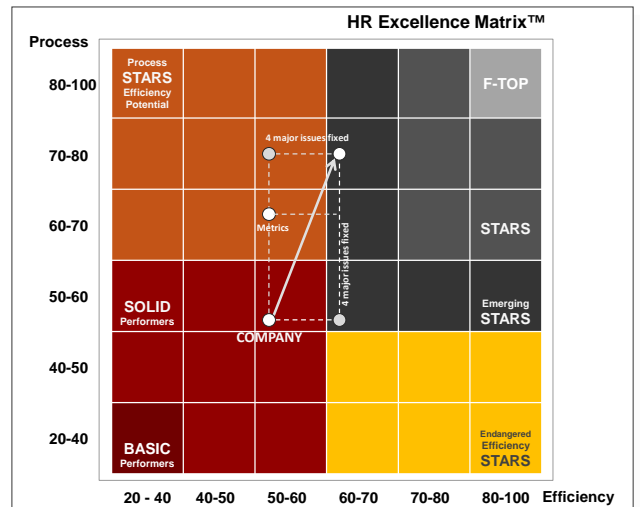
The F-Top Benchmark provides a one-page visual that displays the level of HR process completeness and efficiency at a glance.

The use of the F-Top Institute's HR Excellence Matrix™ for comparison of company units reduces complexity and displays the message HR wants to get across while using a visual format that board members and other internal and external stakeholders will find familiar.

Explaining the current maturity status of HR per unit and getting the buy-in of stakeholders for further action is significantly easier once they feel they understand the big picture and the comparative status of each unit.

For additional value, the detailed qualitative and quantitative hard facts from the underlying F-Top Benchmark can be used to obtain a certification for the status of each unit.

This tool makes discussions with internal and external stakeholders on the status and initiatives of HR much easier—and helps to focus on what is important.



Comparing the HR practice of units of a corporate group and having their level certified is an additional option.

