

# HR Health Check

## Map your HR maturity against strategic priorities

The AdviserPlus Health Check enables HR leaders to understand the performance of their function across a broad set of activities. Using Bersin's maturity model, alongside AdviserPlus' Five Pillars of HR Transformation, the Health Check identifies the areas of improvement that will give you the greatest return and support your progression towards becoming a business-driven HR function.





### Participation

AdviserPlus will conduct a half day workshop with your HR leadership team. Participants should have a strong insight into the operation of the HR function as well as the organisation-wide strategic priorities. The topics and questions for discussion will be shared prior to the workshop to ensure the time is maximised.

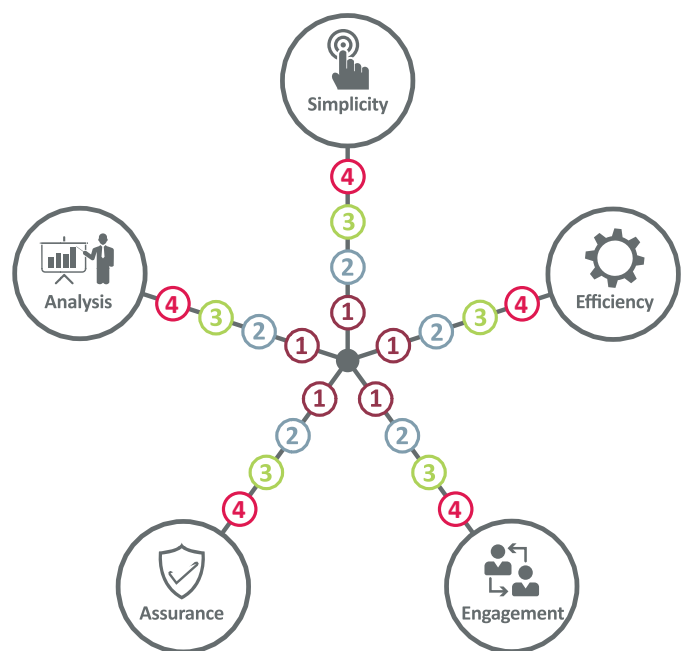
### How we map your maturity

Each topic is reviewed in line with AdviserPlus' Five Pillars of HR Transformation, giving you a 1-4 maturity score. We also rank each activity based on the strategic importance to the business, providing you with a simple gap analysis between maturity and importance. You can then quickly prioritise areas for focus.

### Health Check topics

HR in the business	HR Operations	Employee Relations	Talent and Performance
HR Team	Payroll	Suspensions	L&D
Business Influence	Comp and Benefits	Investigations	Performance Management
Data Analytics	Workforce Planning	Disciplinarys	Line Manager Capability
Change Readiness	Recruitment and Onboarding	Grievances	
Policies	HR Systems	Sickness Absence	
		Mental Health	

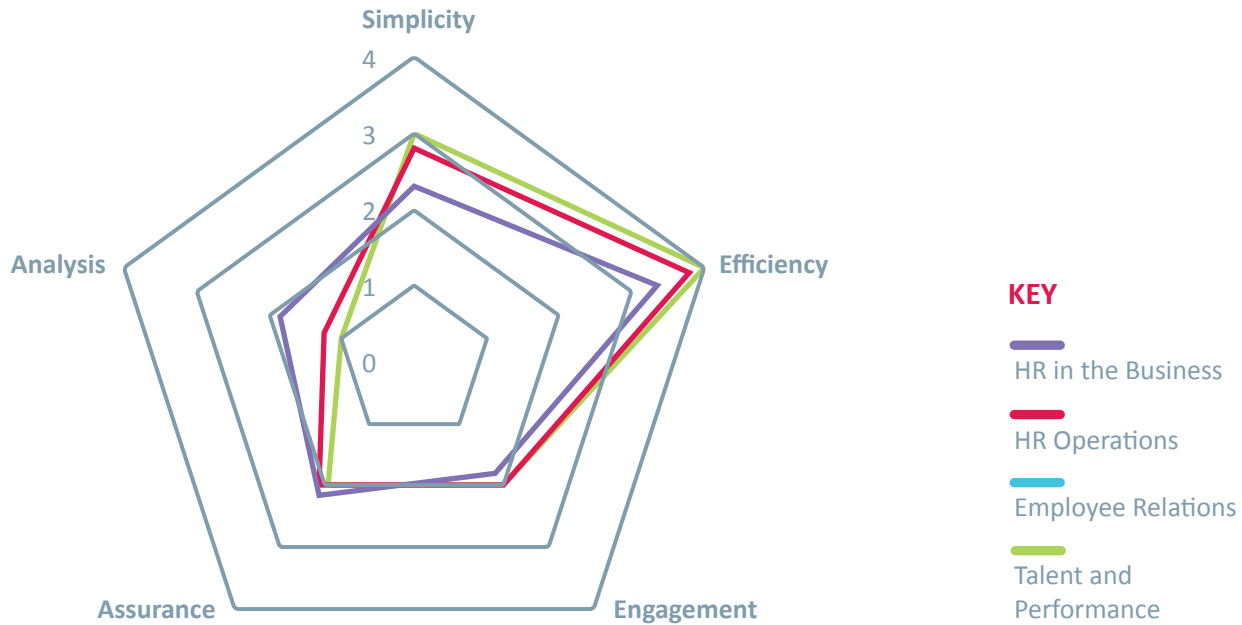
### AdviserPlus Five Pillars of HR Transformation



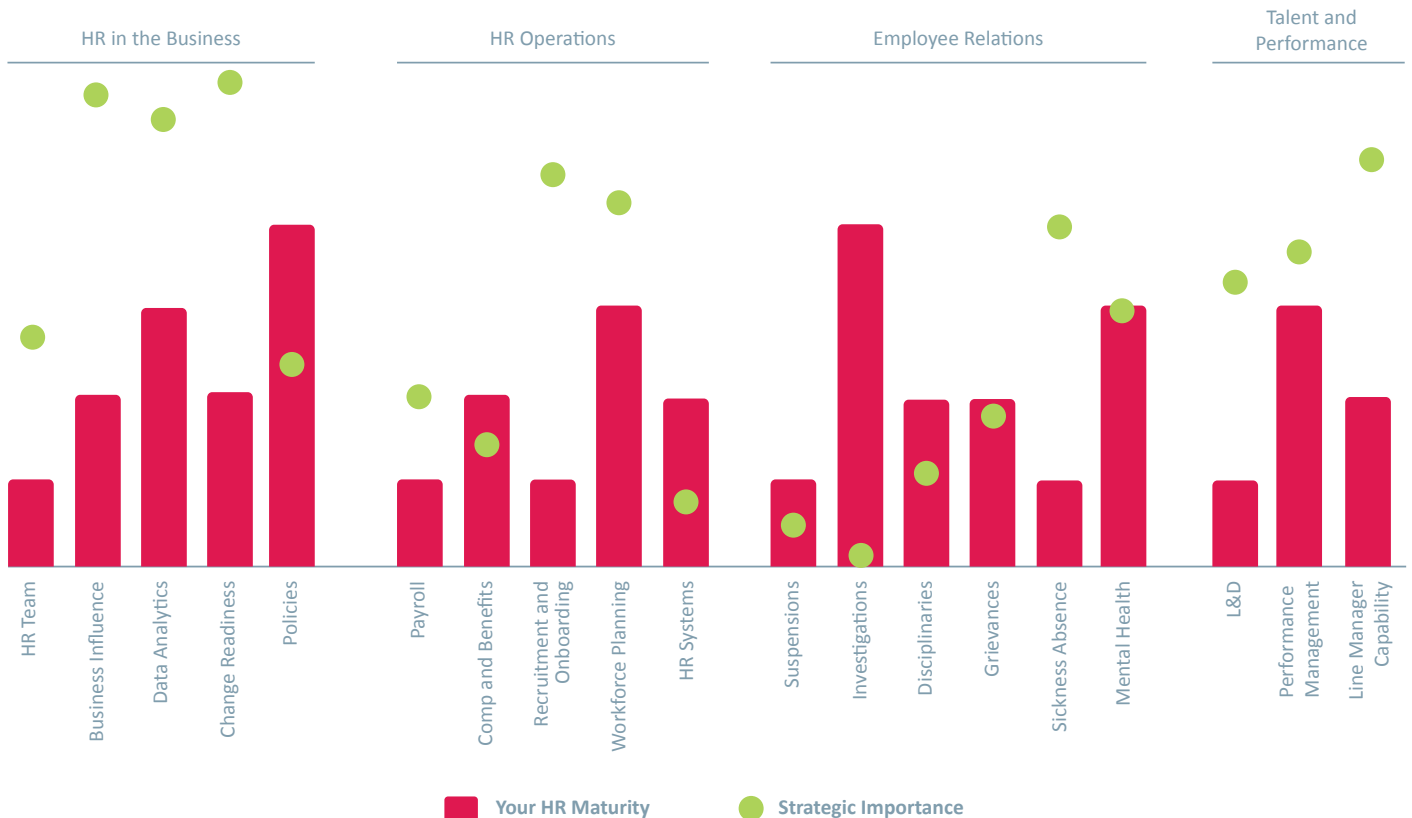
## Your report

Your report brings together the maturity score for each topic, key findings from the workshop, and recommendations for areas of focus.

## Your HR maturity



## Maturity vs Importance





The unique combination of HR experts, technology and business insight sets AdviserPlus apart from other partners.

Elaine Bartlett, Head of HR Operations, BMI Healthcare



## Why AdviserPlus

AdviserPlus is a leading provider of specialist HR services. In everything we do, we believe in enabling HR leaders to make greater impact across their organisations by improving people and business performance.

By understanding your ambitions across the five pillars of simplicity, efficiency, engagement, assurance and analysis, we enable you

to achieve your objectives by aligning expert advice and support with platforms and tools, data and analytics.

Founded in 2001 and employing over 300 HR professionals, we have significant experience and specialist expertise that bring a unique perspective to HR transformation. We help HR leaders turn people

data into clear, meaningful insights; improve productivity, ER consistency, and people performance; and gain access to world-class people expertise, coaching and advice.

We are proud of our enviable client list that includes Post Office, Network Rail, United Utilities, Aldermore, Sage and the NHS.