+AdviserPlus

Optimising Performance

Put your people data to work

94% of companies using our benchmarking analysis have cut costs, reduced risk and improved business performance.

Your company has all the information it needs to become more effective and efficient – it's hidden in your people data.

Let's put that data to work.

Every day, every one of your employees generates valuable data points that your organisation could use to measure performance, find efficiencies and deliver business improvements. But how do you do that?

Let's start by benchmarking your people data against millions of real-world data points; actual HR cases, generated by 250,000 employees across some of the UK's leading businesses.

We'll map your organisation's people, absence and other HR data against our proven model – empowering you to build upon your business' strengths, and make informed, evidence-based decisions where you want to improve.

The four performance pillars of HR

During the consultation, we'll analyse and benchmark your organisation across the four key pillars of effective performance:

Workforce

Confidence & Stability

HR Operating Model

Capability & Performance

Using a combination of data analysis, predictive analytics and benchmarking – overlaid with context like your objectives, structure and policies – we'll help you turn your data into positive action.

Industry-leading expertise at your command

We have over 17 years of experience working with major organisations, supporting 40,000 line managers on more than 150,000 cases each year – so our pool of benchmark data is constantly growing.

And you can harness our expertise to model potential futures for your organisation, test your HR function's readiness, and predict how you might respond to change.

We'll help you build a bespoke roadmap for HR's future in your organisation, finding opportunities to make significant cost savings, and identifying where to make strategic investments. Using our data and expertise, you can build a solid business case and secure buy-in for your next steps.

Your benchmark matrix will answer key questions, like:

- Are we as efficient as we can be at delivering value?

- Where are our areas of strength?

- Are we ready to respond to challenges?

- Can we optimise our HR to deliver a stronger service?

- How do we compare to other industry-leading organisations?

- Where can we achieve business efficiencies?

- Where can we improve further?

Use our findings to build your framework for HR transformation – an evidence-based foundation for your organisation's success.

Your future success framework

We'll put together a detailed report full of analysis, recommendations and practical advice that we'll present to you on the final day of the process.

The report includes:

- An executive summary, outlining our key findings

- Profiles of your current HR delivery model and manager capability

- A risk matrix, built using predictive models

- Problem statements, highlighting areas for improvement

- Current and projected future costs of business performance measures and sickness absence.

- An opportunity map, which details:
    - Recommendations
    - A suggested action plan
    - Cost/benefit and return on investment analyse

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Start your journey today

There's a map to significant business improvement, hidden in your people data. Let's follow it together. Get in touch with our team today.

☎ 0844 327 2293

✉ info@adviserplus.com

🌐 adviserplus.com

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