

## STRATURITY Human Capital Self-Assessment<sup>©</sup>

### Questions and Answers

Where should I invest to grow my organization and achieve operational excellence?

What do I need to do to make large-scale transformation programs successful?

What hidden risks could keep us from achieving our strategic objectives for the next two years?

If these are some of the questions you are asking yourself, STRATURITY is right for you!

Based on an in-depth assessment of the status of your organization's culture, governance, leadership, staff autonomy, entrepreneurial spirit, technical and emotional competence, STRATURITY can help you

- **Allocate resources** to your strongest, most future-proof divisions
- Uncover and **minimize impediments to the success** of transformation programs and introduction of agile working methods
- **Mitigate critical risks** which could undermine sustainable success in your organization
- ... and much more



### What is the STRATURITY Human Capital Self-Assessment<sup>©</sup>?

The STRATURITY Human Capital Self-Assessment<sup>©</sup> is a tool enabling you to assess how resilient and well-prepared your company is to face the future. It allows you to systematically compare your organization's performance in core areas critical to success with that of other companies.

The assessment results provide you with:

- A precise picture of the status of your company, the potential and risks in your current human capital management;
- Detailed information on the strengths and weaknesses relevant to success;

- Specific recommendations for practical measures that can decisively improve the future viability of the company; as well as
- An - anonymized - comparison with the results of other companies.

Additionally, you receive answers to the following questions:

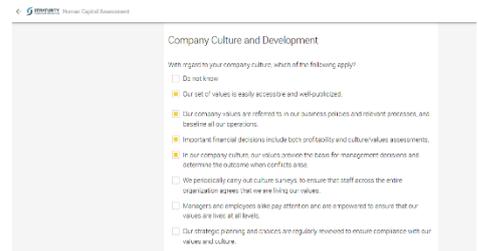
- Do we have the right balance between creativity, innovation and ingenuity on the one hand and standards, control and compliance on the other?
- How much transparency do we offer our internal and external stakeholders?

## How does it work?

You will be provided with a self-explanatory, easy-to-use online questionnaire containing 36 questions. The assessment covers all areas of human capital management and is multiple choice.

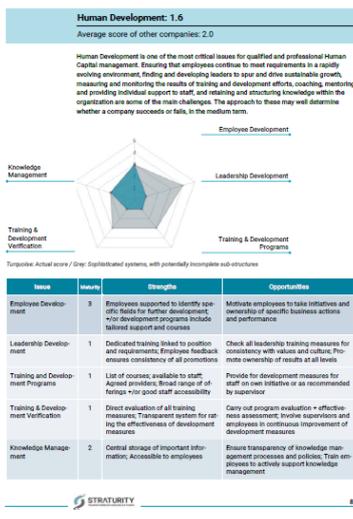
We analyze and evaluate the results for your company in a two-stage process:

- First via our analysis and evaluation algorithm, which has been continuously refined in recent years.
- Then through additional plausibility checks and cross-comparisons to ensure consistency and clarity.



The tool is **flexible and scalable** in any organization with more than 50 employees.

The transparent, clear results simplify decision-making and the prioritization of measures and enable rapid implementation.



**We examine the interplay of corporate leadership, governance, corporate culture, autonomy and agency of employees, entrepreneurship, technical, human and organizational development, among others.**

You then receive the assessment result, which includes:

- Clear diagrams providing a quick overview of the core areas examined and the associated issues (see example below),
- An evaluation of your company performance in each core area ("maturity level") on a scale from 1 to 5,
- Outline of your main risks and key strengths,
- An assessment of how well your processes support your Human Capital Management,

- Feedback on the impact of your results on Business Development and other strategic areas, as well as
- A breakdown of all themes, with your status and measures for improvement.

Here an additional example of the rating in one of the multiple areas addressed by STRATURITY:



## Other important aspects

You can complete your assessment online in a short period of time – and receive results equivalent to more than a week of external consulting services for the same quality of analysis!

For your result, you as our client can choose between three levels of detail:

1. **Overview Assessment:** Strengths/risks of your organization, benchmarked to the market, including specific recommendations for improvement as well as the overall maturity and ratings in five main areas;
2. **CEO Briefing:** The content of the Overview Assessment plus strengths and challenges in issues key to company performance and the bottom line; and
3. **HR/HCM Analysis:** In addition to the contents of 1. and 2. above, strengths and opportunities for improvement in each of 27 specific areas.

## Our experience - your future perspective

The STRATURITY team has more than 90 years of experience in leadership positions and in business and management consulting, across industries and with a focus on mid-market companies. References can be provided on request.

