

## How STRATURITY came about

My passion is to help organizations achieve amazing results and enable their employees to bring their full potential, power and joy to their work. To that end, I often work with Organizational Development and HR leaders, and understand their challenges.

One snowy Friday afternoon I ran into the Head of HR of a leading bank on the steps outside the headquarters. Asked how he was, he looked away and said “Fine”, through clenched teeth. So I asked why he was standing outside in the cold. And then the pent-up frustration and anger came out in a torrent. He and his staff had invested large amounts of time and effort to create and prepare a new HR strategy, only to see the most innovative and exciting parts of it get torpedoed at a Board Meeting for purely political reasons. The CFO had persuaded the Board that there was not enough data to justify the effort and expense of implementation. He literally had to come outside to cool off before heading into his next meeting.



At that moment, it clicked: I saw clearly that he needed not only data and facts to persuade his Board, but also powerful arguments more directly linking the human aspects to risk management and business success. And decided to create a tool to help him do just that.

Six years, considerable research and extensive testing later, the STRATURITY Human Capital Self-Assessment © assesses a company’s human capital management in comparison with other companies and gives leaders fact-based recommendations, empowering them to

- Grow their business
- Outperform the competition and
- Address company-internal risks and weaknesses

