

# VB-HR™ RATING

## CLIENT REACTION

*'Organisation Performance through a Human Capital lens'*





*"Having participated in the initial high level pilot, we believe that with further application of the VB-HR tools and metrics, the outcome could significantly add to our understanding of Human Capital management and allied decision making. The performance diagnostics are geared to helping organisations like ours address when, where and how we invest in the deployment of critical resources and this could play a pivotal role in determining the priorities for both HR and the business going forward."*

HR Director  
Global Pharmaceuticals Company

*"I am impressed by the outputs of this tool in terms of information that is presented on our 'Human Capital' as well as the diagnostic properties which enables us to target, very easily, those areas that need attention and which will give the best return on investment."*

Director of Human Resources  
Government Agency

*"Having undertaken the VaLUENTiS VB-HR GOLD 'Lite' benchmarking exercise, HR was presented with a comprehensive report focusing on the key HCM drivers. A myriad of graphics was supported with detailed and thought provoking commentary. The observations raised in the report have supported our current understanding of our people management strategies and have additionally highlighted new areas to focus on."*

Group HR Manager  
Global Business Services Company

*"Tremendously insightful report - VaLUENTiS has added huge value to my thinking on the measurement of human capital, this in turn has added real value to my thinking and consequent action in terms of people management within our business"*

HR Director  
Global Pharmaceuticals Company

*"VB-HR Rating system is impressive. It reflected how effective we are in terms of managing our workforce, the organisation, our strengths and weaknesses and from the analysis provided - pointers for where to focus improvements. "*

HR Manager  
UK Chemicals manufacturer

*"The VB-HR system provides the potential for identifying what we need to do to ensure we optimise effectiveness in our HCM practices – which is exactly what we want"*

Director of Human Resources  
NHS Trust

*"We found the system to be a quick and easy process to undertake which provided a valuable snapshot of our organisation from one system, rather than relying on a number of sources to provide similar information. We think it will also be a useful tool in being able to compare how different parts of the organisation are performing and provides some useful pointers in terms of what action/hot spot areas we need to focus on."*

Head of Pay and Employment  
Metropolitan Borough Council

*"A very detailed report that provides information that is tangible and business relevant."*

HR Manager  
Global Retail Company



*"The VBHR Rating Report was an accurate representation of my view of the business – it will act as a wake up call for us to work on the priority areas of our human capital management practices for the future"*

Group Director of Human Resources  
Global FMCG Company

*"...A very useful tool which accurately assesses organisational effectiveness from an HR standpoint. The eight value drivers provide a unique reporting view of people management in the organisation from a commercial perspective; with the overall Rating graphic proving to be an easy standard reference point for what is a complex area of measurement."*

HR Director  
Global Business Services

*"The VBHR system is a very comprehensive and well-crafted tool that seems to offer a wide range of strategic benefits. Although my company has yet to make full use of it, I can certainly see circumstances in the not-too-distant future when we would. Even with the small amount of toe-dipping that we have done so far, it has enabled us to accurately benchmark our current HR strength and identify where, and how, we can improve"*

Director of Learning & Development  
Global Communications Company

*"I found the process of addressing the questions encouraged me to reflect on a wide range of HR and organisational concerns and to think about how they interact. And I can see now that the feedback can help practitioners and strategy makers share their understandings of these challenges, how well the organisation is meeting them and then come to a common purpose about what needs to be addressed."*

Training & Organisational Development Advisor  
UK University

*"I found VB-HR an extremely useful tool. It is all too easy to get complacent about your performance. The results highlighted our successes, where we were adding true value to the business but also very accurately drew our attention to those areas that required some attention."*

Head of Human Resources  
Global engineering company

*"An innovative process which can support the need for further investment in HCM activities; and which highlights the areas where investment will have most impact."*

Head of People Communications and Development  
Global Business Services

*"In view of our transition from Personnel to a business focused HR Department, this has been a very thought provoking exercise and one which we would wish to explore further."*

Director of Human Resources  
UK Engineering Company

*"...it did seem to reflect well our own understanding of what we do well and where we need to improve in a way that should help us build confidence with our internal customers."*

Manager, Organisational Development  
UK subsidiary of global financial services



# VB-HR™ Rating HCM100 index constituents

5 Boroughs Partnership NHS Trust  
Ajilon  
Alcon Laboratories (UK) Limited  
AMEC  
Anglo American plc  
Ashford & St Peter's Hospitals NHS Trust  
AstraZeneca plc  
Baker & McKenzie  
Barclays Bank Plc  
BNP Paribas Securities Services  
The BOC Group plc  
Booker Cash & Carry Ltd  
Bradford & Bingley plc  
BT plc  
Cabinet Office  
Cable & Wireless plc  
Chelsea & Westminster Hospitals NHS Trust  
City of Edinburgh Council  
Companies House  
CSR plc  
DEFRA  
Diamond Trading Company (De Beers)  
Doncaster Metropolitan Borough Council  
DTZ  
Durham Constabulary  
DWF  
EAGA Partnership  
Ecolab Limited  
Emap Communications (part of Emap plc)  
First Choice Holidays plc  
Friends Provident  
Ineos Chlor Limited  
John Lewis Partnership  
J Sainsbury plc  
Liverpool John Moores University  
London Stock Exchange  
Lonmin Plc  
Manchester Metropolitan University  
Marks & Spencer plc  
Maritz Europa Ltd  
Marshall Aerospace Ltd  
Monster  
National Grid Wireless (formerly Crown Castle UK)  
Nomura International  
Norwich Union (part of Aviva plc)  
O2 Airwave (part of O2 plc)  
PZ Cussons Ltd  
Portman Building Society  
Rangemaster (part of AGA Foodservice Group plc)  
Reckitt Benckiser Healthcare Ltd  
Research International Ltd (part of WPP plc)

Reuters Group plc  
Robert Wiseman Dairies plc  
Royal Free Hospital NHS Trust  
Royal Mail Commercial  
Sage Group plc  
Sandwell and West Birmingham Hospitals NHS Trust  
Sanofi Pasteur MSD  
Schwarz Pharma Ltd  
Scottish Ambulance Service  
Skandia UK  
South Yorkshire Police  
STA Travel Ltd  
Stthree Ltd  
Surrey County Council  
Tower Hamlets Primary Care Trust  
Travis Perkins plc  
University of Derby  
University of Gloucestershire  
University of Leicester  
University of Lincoln  
University of Luton  
University of Salford  
University of Westminster  
Whitbread Pub Restaurants  
Woolworths plc

#### **Those organisations wishing to remain confidential:**

S&P 500 Retail  
UK Passenger Transport Executive  
S&P 500 Investment Bank  
European Investment Bank  
FTSE 250 Utilities  
London Borough Council  
S&P 500 Pharmaceutical  
UK private company - Hotels  
Euro300 Pharmaceutical  
FTSE 100 Retail Banking  
UK University  
European Investment Bank  
UK private company - Manufacturing  
UK Transport company (subsidiary of NYSE listed parent)  
FTSE 100 - Media  
UK University  
Financial Services - Media  
Public sector - Emergency Services  
FTSE 100 - Beverages  
FTSE 100 - Confectionery  
International Law Firm  
FTSE 250 - Leisure & Entertainment  
NASDAQ - Medical equipment manufacturer  
FTSE 100 - Media