

GMB Performance Group
Presents:

HR Metrics and the Value Chain

Target Audience:

- ◆ HR Managers
- ◆ HR Executives
- ◆ HR Administrators
- ◆ OD Specialists

Outcomes

Participants receive the following tools:

- ◆ Set of measures to apply to their HR function
- ◆ An understanding of their human resource deliverables
- ◆ A list of activities or “drivers” that propel the intended HR outcomes

One Day Workshop Cost:
\$2500 plus expenses



Bud Bencoter is President of GMB Performance Group, a performance improvement firm based in Pittsboro, NC. Bud has over 25 years of

experience in improving individual and organizational performance through a variety of interventions. He has a Ph.D. in Instructional Systems Design from Penn State University and has taught performance improvement for Penn State and The Wharton School of the University of Pennsylvania. Bud currently teaches at the Fuqua School of Business, Duke University. He has published articles and is a frequent speaker on performance improvement topics.

As an HR professional, have you ever asked yourself: Why do we measure what we do? What should we be measuring and why? Am I providing maximum value to my organization? How can I become a more effective business partner? As a small HR department, what should I be doing about measurement?

Pick up a journal or a book about human resources today, and you’ll probably find something that addresses these questions.

The one-day “HR Metrics and the Value Chain” workshop is designed for HR departments of all sizes. Its purpose is to help you understand and apply the concept of an HR Value Chain; i.e. what can we do to increase our contribution to the core elements of the business we serve?

Workshop Agenda

- ◆ What are you measuring now, and why?
- ◆ What is the HR Value Chain in **your** organization?
- ◆ Case study: learn from other’s mistakes and successes
- ◆ Preparing your HR department’s metrics
- ◆ Managing the change – moving toward implementation

“Bud’s performance background and great facilitation skills have helped our leaders understand and embrace the key drivers of workplace performance.”

*Scot Maxwell • Director,
Organization Effectiveness
Campbell Soup Company*

What’s Included?

- ◆ Templates for identifying your HR metrics
- ◆ HR Value Chain template
- ◆ Implementation guidelines

Workshop Approach

All GMB Performance Group workshops are highly interactive with a strong focus on **experiential learning**. Relevant case studies will be presented, where participants become part of the problem and work together toward a solution. Unlike lecture style presentations, this hands-on format motivates participants with personal involvement, greatly improving retention. Participants will leave the workshop with plenty of consulting tools to utilize in their organization, including action planning and self-assessment instruments.

For more information or to request this workshop for your organization, contact Bud Bencoter at 919-533-3211 or by e-mail at bud@gmbperformance.com