

*Prioritize HR investments that drive business results.*



## ***OGS Human Resources***

High-impact guidance around which investments in HR have the greatest impact on financial, customer, employee, strategic and social responsibility results.



**Organization  
Guidance  
SYSTEM**

OGS distills decades of research and practical application into the development of proprietary tools and methodologies that our seasoned consultants use to guide you to the HR investments that support the business results that matter most.

*Which HR department effectiveness investments below would have the greatest business impact if you improved them?*

## OGS Human Resources Survey on Financial Impact

HR Investments	Impact on Target Business Outcome: Financial
HR Reputation	High
HR Purpose	High
HR Relationships	High
HR Practices	Moderate - High
HR Design	Moderate
HR Analytics	Moderate - Low
HR Professionals	Moderate - Low
Organizational Capability	Moderate - Low
HR Customers	Low

Based on responses from global companies, survey results showed HR reputation, HR Purpose, HR Practices, and HR Relationships had the highest impact on financial business outcomes.

OGS Human Resources provides high-impact guidance based on your organization's unique needs so results will vary.

***What will your results uncover?***

## OGS Human Resources in Action:

- 1 Complete OGS Human Resources Assessment.** Assess the overall quality of your organization's HR function and current ability to develop the domains of HR at every level.
- 2 Understand the Business Context.** RBL conducts brief interviews with your organization's business and HR leaders to gain deeper insight into the business and competitive environment and the organization's strategic direction.
- 3 Synthesize and Prioritize.** Partner with an RBL consultant to review the results, identify which investments in HR will have the most impact, and make a plan to drive those initiatives.