



**Human Capital:
Example Deliverable**

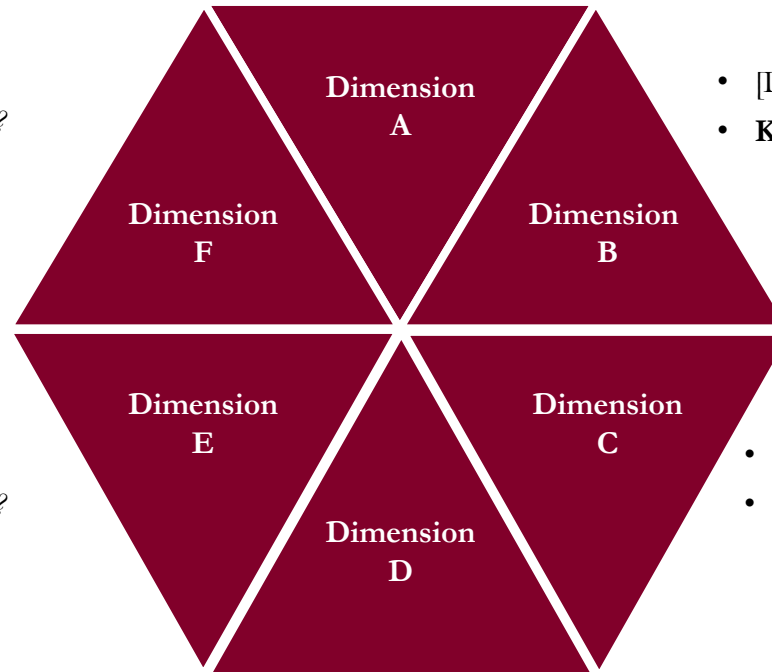
Maximizing Growth. Transforming Organizations. Unlocking Digital.

Core elements

- [Description of Dimension A]
- **Key question:** XXXXXXXX?

- [Description of Dimension F]
- **Key question:** XXXXXXXX?

- [Description of Dimension B]
- **Key question:** XXXXXXXX?



- [Description of Dimension E]
- **Key question:** XXXXXXXX?

- [Description of Dimension C]
- **Key question:** XXXXXXXX?

- [Description of Dimension D]
- **Key question:** XXXXXXXX?

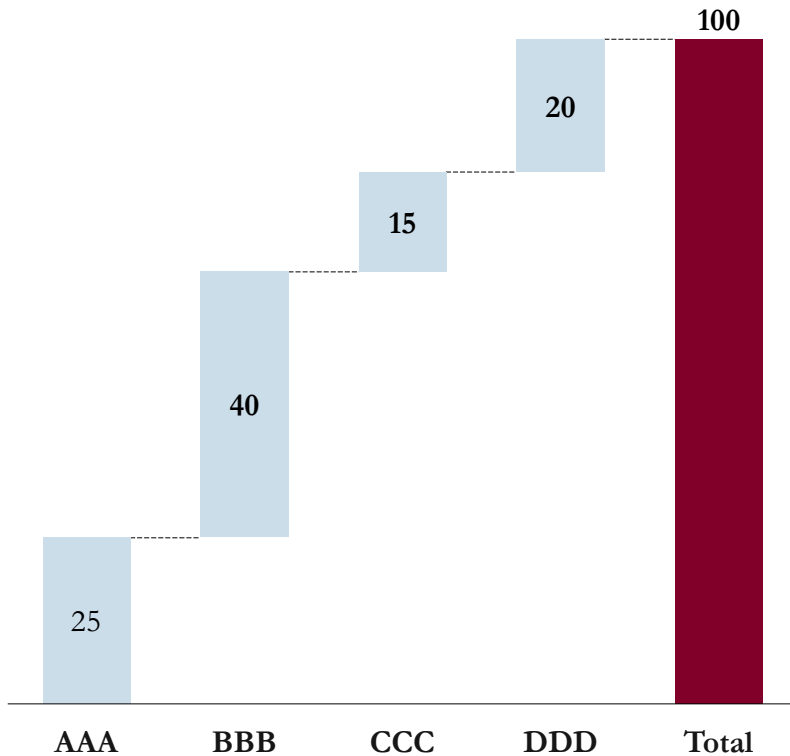
Agenda

- **Current Staff Allocation**
 - Staffing Recommendation
 - Talent Requirement Overview

X is currently organized by X groups

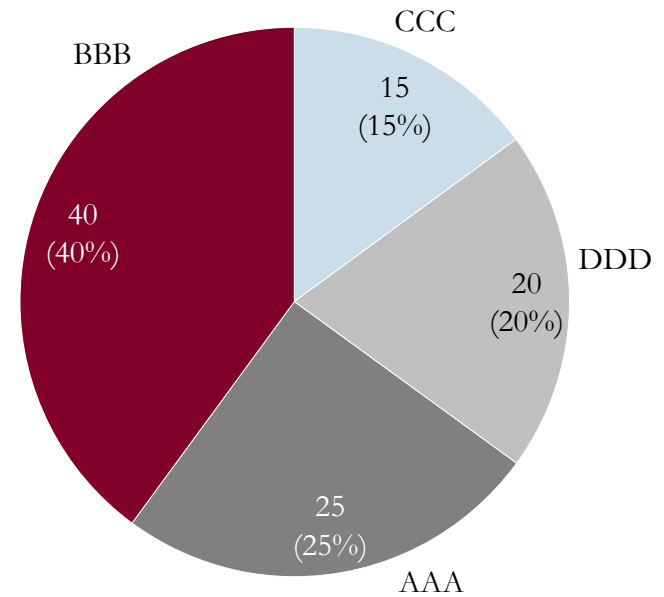
Number of staff in each X group

of staff by X (employees and contractors)



% of staff for each X group

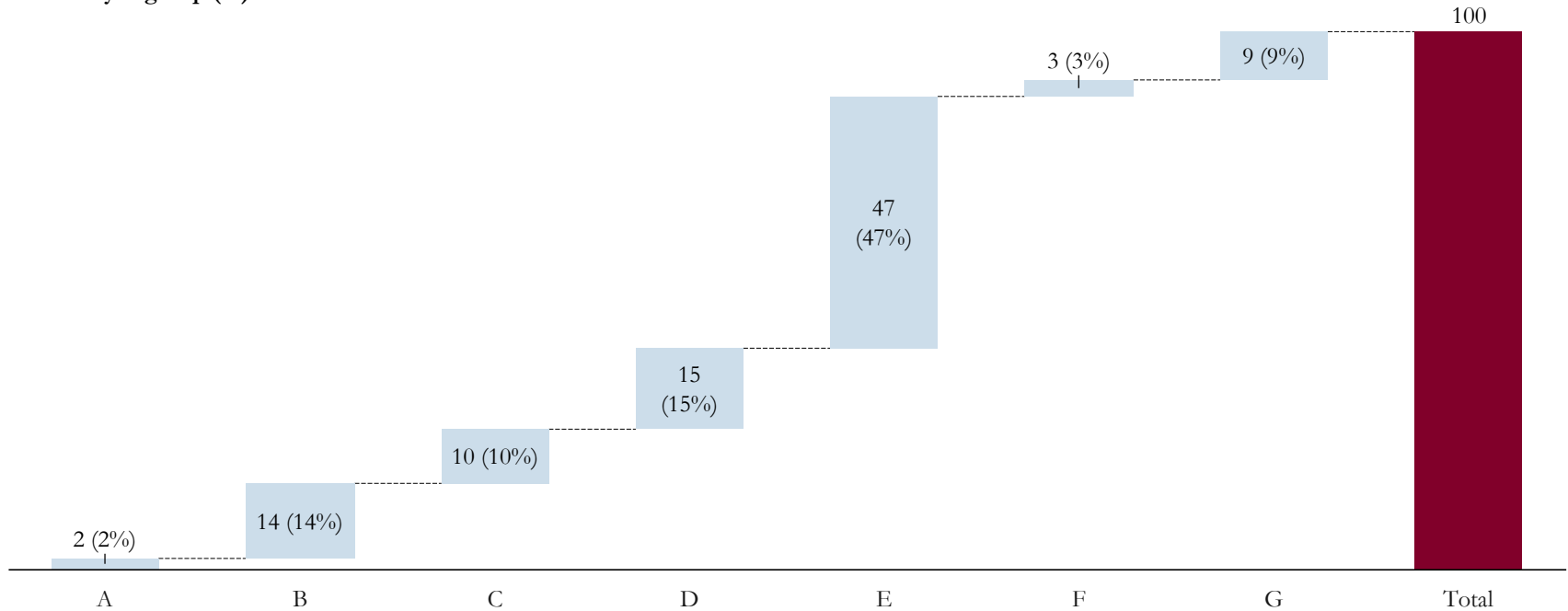
% of staff by X (employees and contractors)



X's current Y groups

Breakdown of X staff (employees & contractors) into 7 Y groups

of staff by Y group (%)



Key Observations

- Almost half (47%) of X's staff (employees & contractors) are in the "E" group
- The A group has the least amount (2%) of staff members, followed by F (3%)

Deep dive into X staff follows

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The X industry is increasingly shifting focus onto Y and ZZZ

The industry faces a
growing A
as

XX%

of xx xx X xx xx xx xx xx X
xx xx x Xx

There is a **growing need to**
B and C
because

XX%

of xx xx x xx xx xx xx xx x X
xx X

Companies see an **increasing D**
as

~ XX%

of x x xx xx x xx xx x X xx xx
x x x xx x xx

X needs to XX XX X X X to address this industry
shift

What this means for X

Strategic Insight

Insight A

Insight B

Insight C

What this means for X

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-

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Human capital strategy recommendation by Y groups

Key Group	Overview
A	<ul style="list-style-type: none">No change
B	<ul style="list-style-type: none">Increase number of staff by XX%, to a total of X members
C	<ul style="list-style-type: none">Increase number of staff by XX%, to a total of X members
D	<ul style="list-style-type: none">Increase number of staff by XX%, to a total of X members
E	<ul style="list-style-type: none">Decrease number of staff by XX%, to a total of X members
F	<ul style="list-style-type: none">No change
G	<ul style="list-style-type: none">No change

Deep dive on roles to hire follow

Example roles to hire: A

① Position 1



②

③

Example roles to hire: B

① Position 4



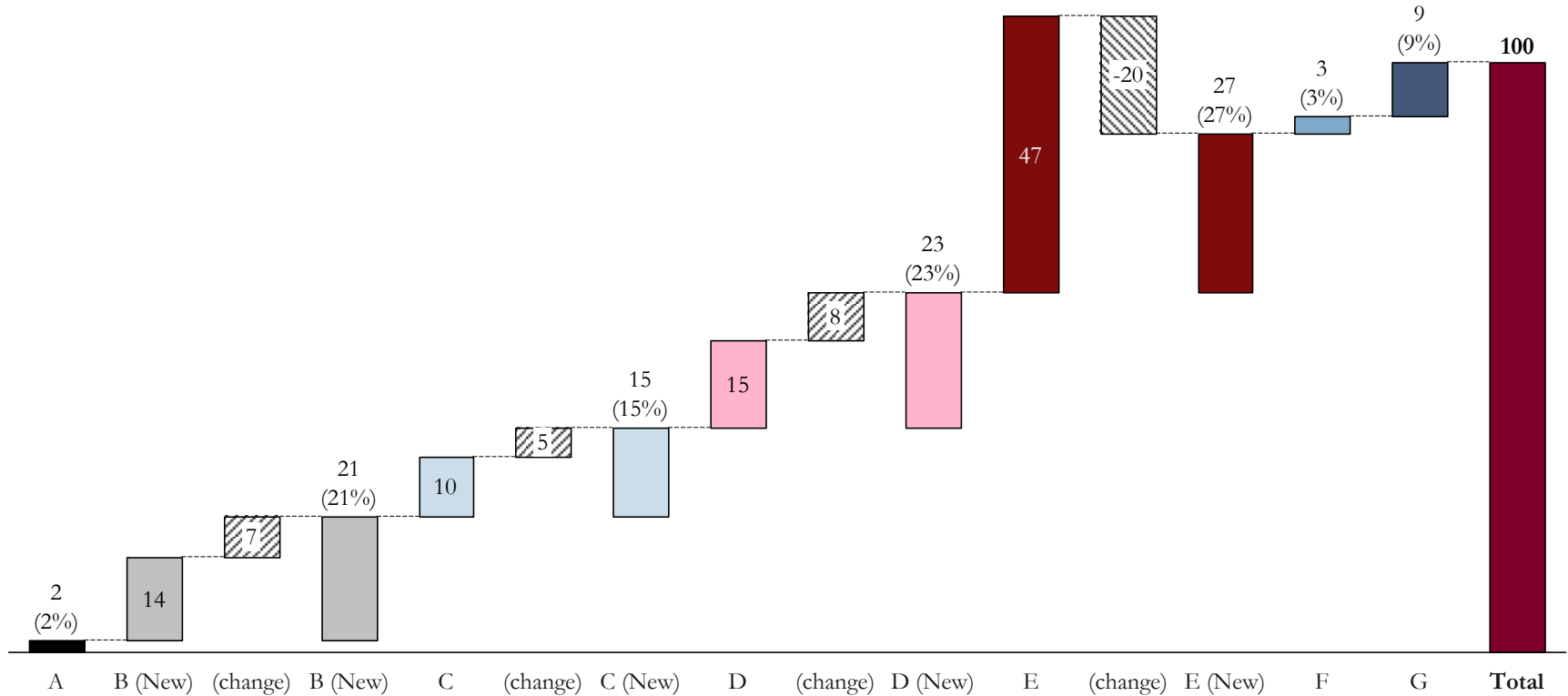
②

③

Proposed new breakdown of X staff by Y groups

Breakdown of X staff (employees & contractors) into 7 Y groups

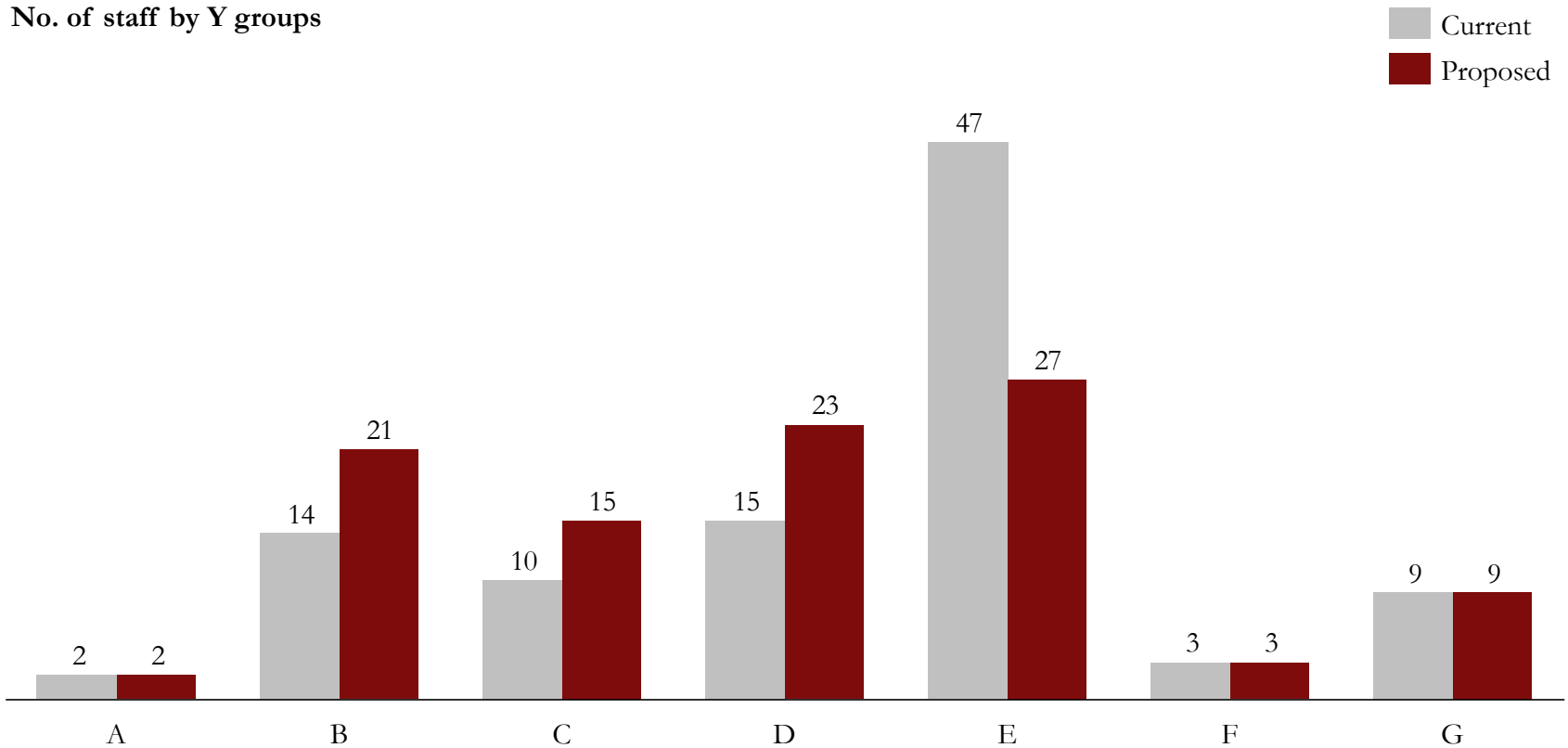
of staff by Y group (%)



Distribution of staff by Y groups

Current VS Proposed Breakdown

No. of staff by Y groups



Agenda

- Current Staff Allocation
- Staffing Recommendation
- **Talent Requirement Overview**

X's talent requirements

May not be a staffed role

Position

Skills

Mindsets

X
Head

X
Execution Lead

X Strategy Lead

X Insights Lead

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Leverage job descriptions where possible