



# Executive Summary For Company X

Sample Excerpt

*Produced by*  
THE WYNFORD GROUP

**“ALIGNING PEOPLE & BUSINESS STRATEGIES”**

*Performance • Effectiveness • Contribution*



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The Executive Summary consists of:

- Overall HCB Index Factors
- HCB Factor Comparison Graph
- Human Capital Strengths Identified
- Human Capital Areas of Opportunity
- Suggested Strategy Areas

To view the detailed custom report, please see Appendix A and the definitions for the Human Capital Benchmarking Metrics appear in Appendix B.

### HCB OVERALL INDEX

The Overall Index is a quick summary of the effectiveness of the use of Human Capital within your organization. This, as well as the more detailed analysis of the metrics identifies the areas where additional investments should produce the greatest gains.

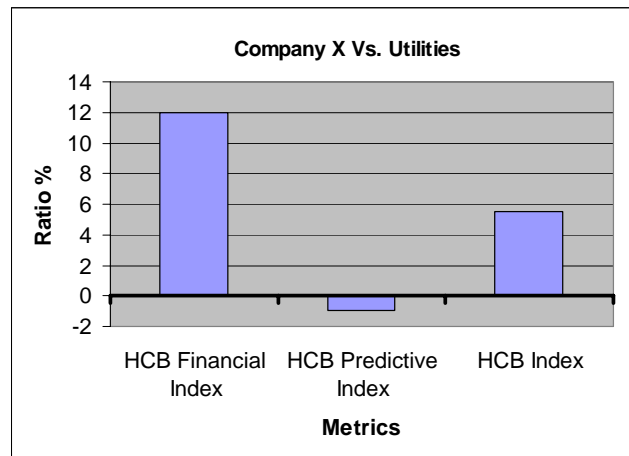
This Index is the weighted average of 9 key factors included in the HCB index for COMPANY X. It indicates COMPANY X's position relative to the Utilities Industry Grouping for key measures of Human Capital effectiveness broken down as follows:

**HCB Financial Index:** includes key Human Capital financial metrics that represent past performance.

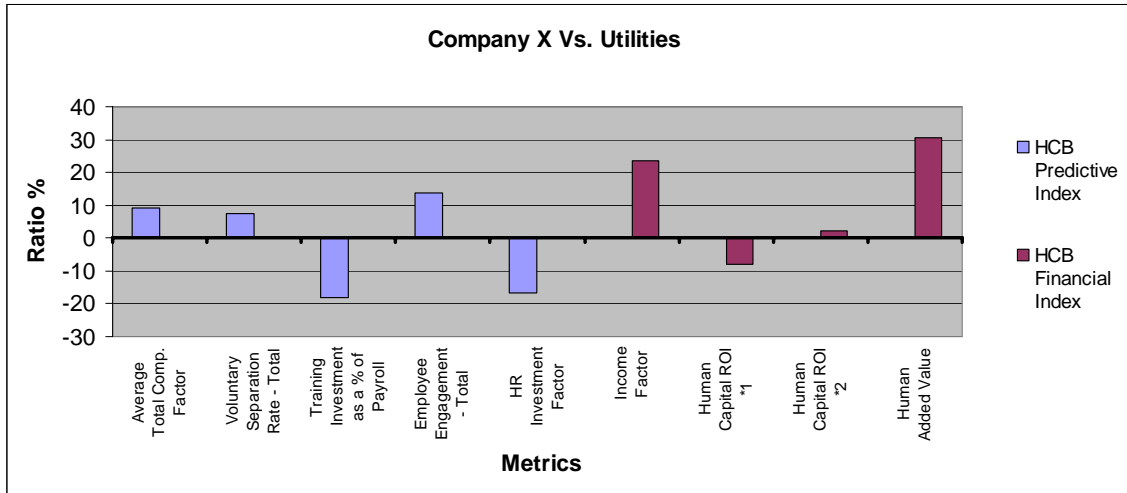
**HCB Predictive Index:** includes key metrics that predict future success of Human Capital;

**HCB Index:** is an average of the HCB Financial and Predictive Indices.

These are depicted in the graph below. (Please note that index values above 0 indicate a positive position relative to the identified industry comparators.)



This indicates that overall, COMPANY X's Human Capital is used more effectively than in other companies in the Utilities Sector, although the strong performance of the financial index is counterbalanced by a slightly negative predictive index.



This graph shows the components of the overall HCB index. The predictive index metrics are indicators of infrastructure components that future success is built upon. The graph above suggests that to maintain the current financial position, increases in training investment is an area that would likely produce future positive results.

While COMPANY X has strong financial indicators demonstrated by the Income and Human Capital Value Factors, the ROI of Human Capital is only at the typical industry rate. When viewed with the Total Average Compensation Factor, this suggests that COMPANY X has a smaller ratio of employees to revenue, yet pays them higher average compensation compared to the national industry. This suggests that higher paid (and likely higher skill employees) are more productive.

**HUMAN CAPITAL STRENGTHS**

**Productivity:** The following factors show a high level of **productivity** in the deployment of Human Capital as displayed in the Factor Comparison Graph above.

- Net Income Factor
- Human Added Value

**HUMAN CAPITAL AREAS OF OPPORTUNITY**

**Training Investment as a Percentage of Payroll:** This metric indicates the percentage of payroll that is spent on training is low compared to both the Utilities and All Industry Sectors. There have been numerous studies which have found a positive correlation between training and employee engagement which tends to lead to a reduction in turnover especially among professional employee groups.

**SUGGESTED STRATEGY AREAS**

**HR Separations:** With the continuing growth of the company in a tight labour market for many jobs, it would be expected that a more stable Human Resource Department would enable the organization to ensure consistent approaches in major Human Resource initiatives and programs.