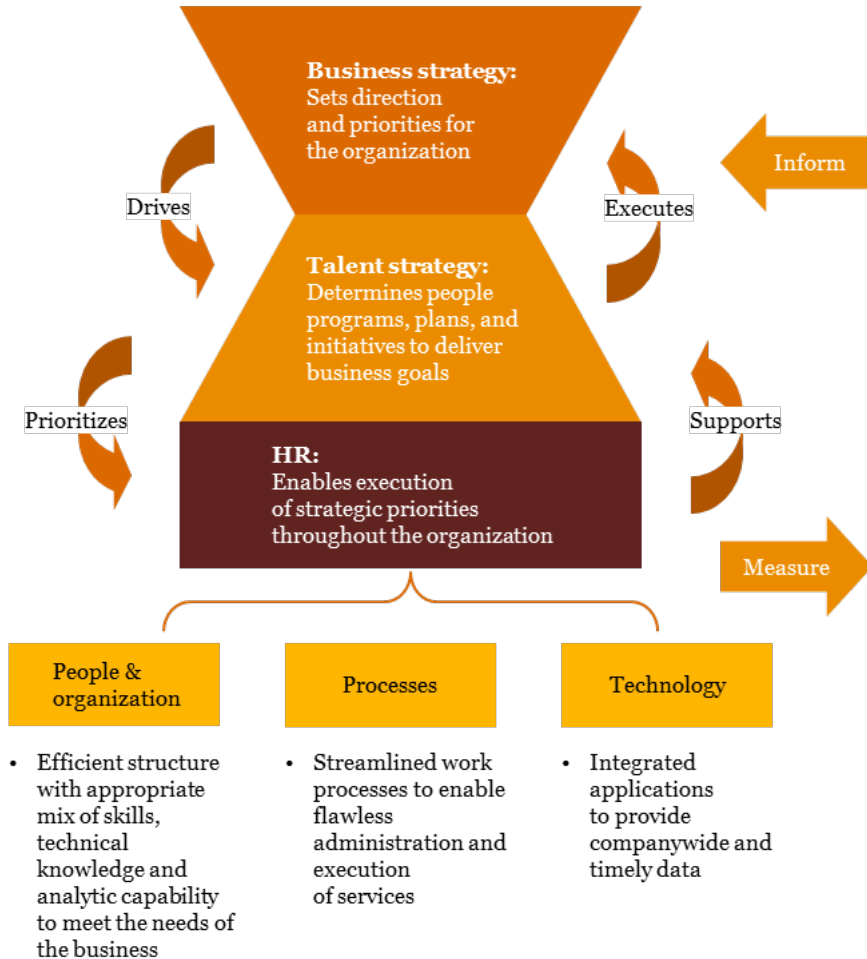


HR Transformation

Transforming HR to improve the return on workforce investment

A high performing HR organization

- HR must have the capabilities to:**
- Understand business strategy
 - Develop and drive execution of aligned talent strategies
 - Equip and enable business leaders and managers with the tools to effectively manage talent
 - Manage its own HR costs and measure HR's impact on financial performance
 - Measure the return on human capital and ROI of talent programs



PwC Saratoga™ measurement & analysis

| | |
|-------------------------------|---|
| Grow the business | Improve quality of hire |
| | Increase workforce productivity |
| | Maximize return on workforce investment |
| Improve profitability | Improve leadership |
| | Develop employees |
| | Compensate efficiently |
| Market agility/responsiveness | Drive workforce engagement |
| | Retain high performers |
| | Create workforce alignment |

