



SBE Human Capital Business Model

A Strategic Tool for Enhancing Business Profits



Manpower a key driver of business profits



The most important role of management today is to maximize the firm's market value. As such the more effectively resources are utilized the better is the firm's economic growth. People are arguably one of the most valuable resources in an organization. Thus, only companies that realize the added value of their human capital and take the necessary measures to enhance the productive capacity of that capital have better chances to improve their performance.

Nowadays, adopting a strategy for improving workforce productivity to drive higher value for business has become an important focus. Firms seek to optimize their workforce through comprehensive human capital development programs not only to achieve business objectives but to sustain their

survival and sustainability. To accomplish this undertaking, firms will need to invest resources to ensure that employees have the knowledge, skills, and competencies they need to work effectively in a rapidly changing and complex environment. As Such, the Swiss Business Enterprise has recognized that utilizing the appropriate Human Capital Metrics to support business decisions provides direct links to organizational results in quantitative terms that are readily understood by other executive decision-makers.

“It is time to upgrade the asset metaphor to a different level, to think of employees not only as human capital but as human capital owners and investors”



SBE Human Capital Business Model introduces an analytical Human Capital framework linking HR Metrics to the financial performance of the organization. It introduces a practical approach depicting how HR metrics can be utilized to enhance the firm's profits. It shows the functional correlation between the human capital, the intangible assets of the organization, and the overall organizational profitability. This business model provides a set of comprehensive HR metrics and the relative analytics that help firms to appraise the contribution of its human capital to its financial returns. The underlying rationale is that if firms understand the value of their human resources in their revenue generating process they can better devise strategies to capitalize on such intangible asset in order to enhance their profitability.

This Business Model is a strategy driven analytical tool that can be applied at firms both at macro and micro levels for driving performance improvements and enhancing profits. This model has grouped the HR metrics into seven categories based on their causal relationship to the firm's profits:

1. HR `Organizational Effectiveness` Metrics
2. Staffing Metrics
3. Compensation Metrics
4. Employee Learning & Development Metrics
5. Employee Turnover & Retention Metrics / Absenteeism Metrics
6. Human Capital ROI
7. HR Productivity Metrics



Our Human Capital Business Model helps to improve your business profits using a strategic analytical model

The **SBE Hman Capital Business Model (HCBM)** is a patent strategic business tool that utilizes auditable, reliable financial data and HR metrics to measure and enhance the performance of a company's human capital. It yields a set of comprehensive strategic and operational metrics and provides the analytical tools and results that help to improve profitability and improve enterprise value. It then uses such measures via a structured analytical approach to devise strategies and action plans to enhance the financial performance of the company.

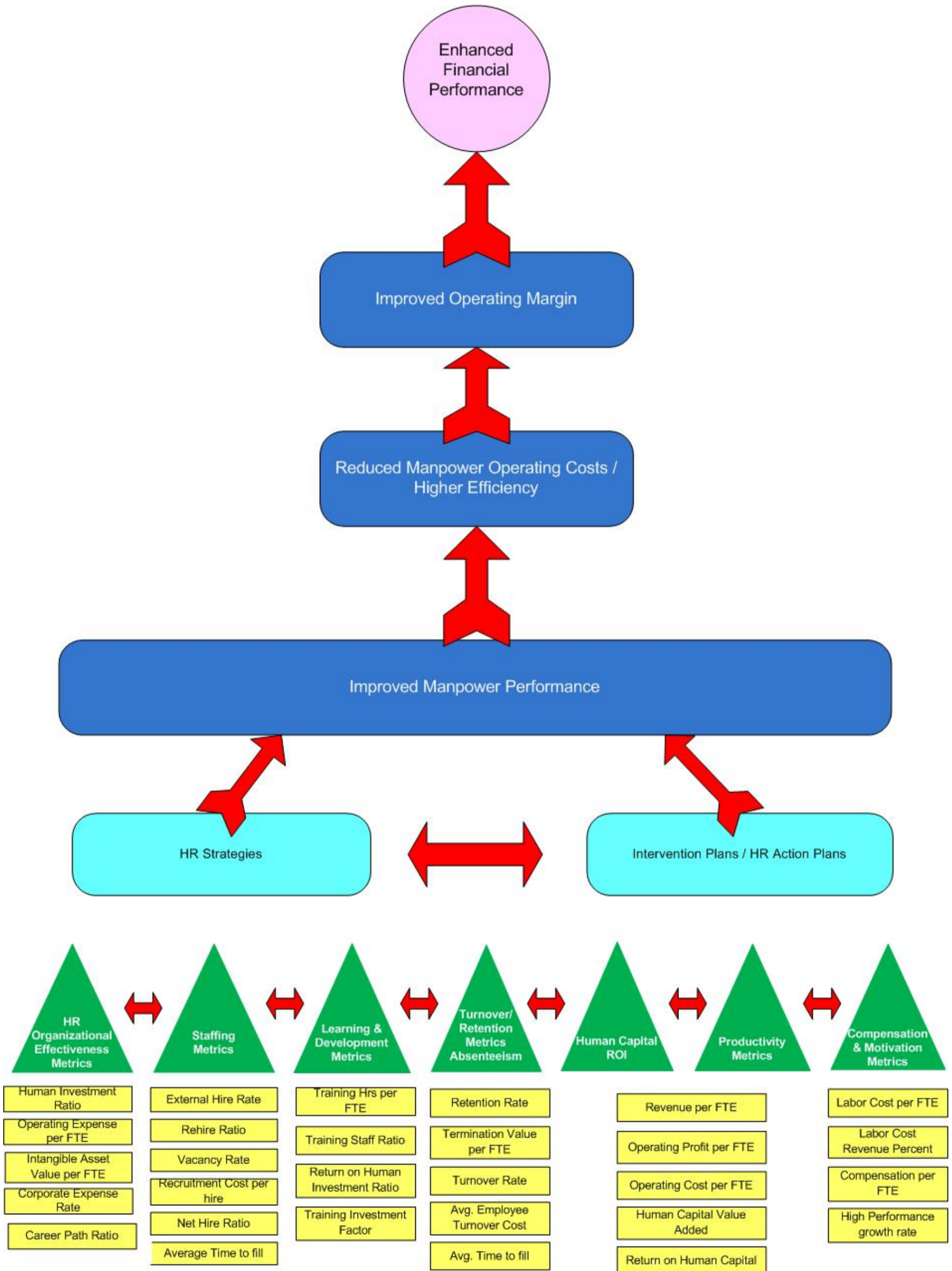
The SBE-HCBM is a Comprehensive business solution that measures the performance and efficiency of human capital in a company over time, assesses productivity issues, and helps companies to take the needed actions for enhancing profits and improving their enterprise value.

This model utilizes a diversified set of HR metrics and financial formulas to assess how the company's manpower is performing and how the company's performance in general compares to industry peers in the market. That is, analyzing the company's return on investment (from an HR perspective) and how its human capital is shaping its competitive stance in the market. Furthermore, it derives data from the Profit & Loss statement and balance sheet to analyze human capital results according to strategic key performance indicators (KPIs).

Our HCBM provides business leaders and decision makers with the analytical tools and guiding information so that they can work in an effective way to enhance enterprise value via a people centered approach. These analytical tools allow companies to project measurable outcomes and take the necessary actions to improve their Human Capital productivity and ROI.



SBE Human Capital Business Model





Our Passion is
“Excellence”

Our Commitment is to
help you achieve
“Economic Growth”

SBE Adopts a customized business oriented approach to measuring and improving your firm's Human Capital performance:

1. Quantitative assessment of the company's Human Capital performance using SBE Human Capital Business model. A comprehensive set of HR metrics will be applied in a structured analytical approach to produce measurable outcomes. (including historical trend analysis)
2. Report findings with the needed analysis and recommendations linking HR metrics to the financial performance of the firm.
3. Devise a Human capital strategy in alignment with the overall strategy of the company.
4. Develop a plan of action aimed at enhancing the company's human capital performance with the ultimate purpose of improving business outcomes/profits.
5. Assist/guide the firm in implementing the Human capital strategy and plan of action.
6. Follow-up on business outcomes making sure that the deliverable outcomes were attained