

# *Which investments in human resources most impact business results?*



**rbl** | The **RBL** Group

## ***OGS: HR Pathway***

**HR transformation underlies organization effectiveness.**

The OGS HR pathway provides guidance around which investments in HR have the greatest impact on financial, customer, employee, strategic and social responsibility results. We offer a free Organization Guidance System (OGS) to enable your efforts.

# OGS Human Resources Pathway

Most organizations spend significant amounts of time and money on human capital investments with unclear expectations and low levels of accountability. We have distilled decades of our research and practical application to guide you to prioritize which investments will have most impact on your business results. Investments in these targeted areas accelerate business results. Once you begin investing, OGS monitors and measures the impact of your investments on your business results to provide ongoing, "high impact" guidance.

## OGS: Human Resource Point of View

1

### HR Value Proposition

*HR is not about HR, but helping succeed in marketplace (HR outside/in)*

2

### HR Outcomes

*Talent, Leadership, Organization*

3

### HR Effectiveness (HR for HR)

*Nine Dimensions \* Four levels of maturity*

## Nine Domains of HR Effectiveness

The OGS human resource pathway gives data and analytics on these 9 domains on HR effectiveness:

**1. HR Reputation**

**2. HR Customers**

**3. HR Purpose**

**4. HR Design**

**5. Org Capability**

**6. HR Analytics**

**7. HR practices**

**8. HR Professionals**

**9. HR Relationships**

## OGS: Differentiators



Access benchmark information on each pathway (where do we stand?)



Incorporate AI/ML to access information and make the guidance more differentiated.



Take action based on guidance about our business results (what should we do?)



Membership in RBL.ai Institute which provides support and community.

**CONTACT US** to get started.

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