

management consulting

HUMAN RESOURCES OPTIMIZATION

CHALLENGES FACED BY TODAY'S CHIEF HUMAN RESOURCES OFFICER

Chief Human Resources Officers (CHROs) understand that their team is more of a strategic partner to the business than ever. Business needs and talent expectations are changing quickly, and CHROs know their organization must stay nimble to keep up. Some of the top challenges the HR function faces include:

- > How can I partner with business leadership to drive strategy execution across the enterprise?
- > How do I build a highly scalable HR function able to support acquisitions and other changes to the business?
- > Do we have the tools we need to support growth?
- > How do I ensure that we have the data we need to make strategic decisions?
- > How do I attract and retain the talent needed to ensure successful execution of my organization's mission?
- > Are we equipped to attract and retain the next generation of talent (or even the current generation)?
- > How do I ensure that our investments in training and professional development yield the greatest returns?

Transformation Approach and Value Creation Model

Addressing these issues requires an integrated solution. Successfully transforming the organization involves touching nearly all facets of the organization, including the overarching strategy and vision, how the organization is structured, how talent is managed and developed, the tools and technology used, and how data is collected and shared. Our capability pyramid offers an integrated approach that addresses all key facets of the operating model as it relates to human resources.



Each of the five value drivers has the ability to deliver tactical, tangible benefits to the human resources function. Cohen & Company has partnered with our clients to navigate the full transformation journey as well as small enhancements to their current processes and technologies. Let us understand the challenges faced by your organization and learn how we can help.