

HUMAN CAPITAL SCAN®

YOUR PRECISION DIAGNOSTIC TO OPTIMIZE HUMAN CAPITAL PERFORMANCE.

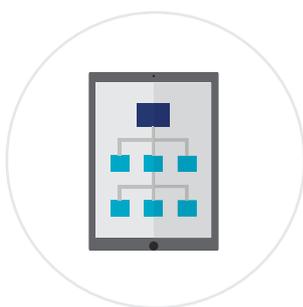


In today's complex business environment, the battle for competitive advantage is often a battle for talent. As the volume of data and information sources continue to proliferate, senior leaders are struggling to uncover the factors that matter most to talent performance. What's needed now more than ever are People Insights - granular, contextually - relevant and actionable – Precision Insights.

Mercer's Human Capital Scan® (HC Scan) diagnostic assesses broad, organizational factors to provide PRECISION INSIGHTS into your human capital strategy. HC Scan is purpose-built to deliver a better understanding of human capital issues within an organization's unique business context and delivers a targeted framework to optimize human capital decisions.

MEETING THE HR PRECISION INSIGHT IMPERATIVE

Through both qualitative and quantitative measurement, HC Scan delivers precision insights to leaders by systematically probing a range of human capital issues, from the current state of the business to the envisaged strategy.



HC Scan equips leaders with a fact-based and in-depth method to evolve the relationships between strategic intent, human capital practices and business outcomes into strategic levers.



HC Scan is part of Mercer's portfolio of digital diagnostics and holistic approach to optimize how the various dimensions of human capital strategy affect business performance.



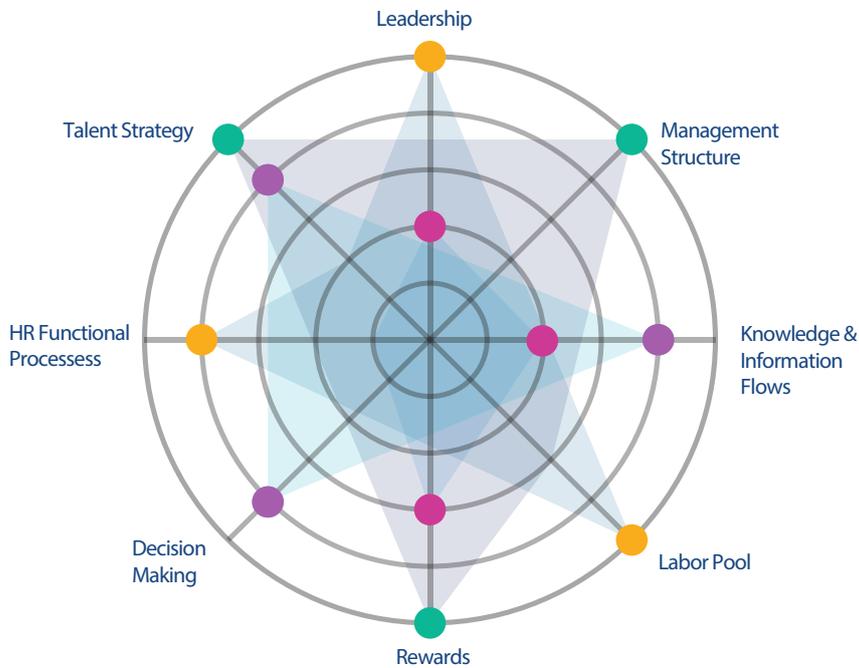
More than a moment-in-time "snapshot", HC Scan drives an on-going decision support discipline part of a more comprehensive decision support discipline; for example, when used in combination with Mercer's Internal Labor Market Analysis *.

MAKE TOMORROW, TODAY



SCAN YOUR FULL HR SPECTRUM

HC Scan informs a wide range of decisions with a particular focus on the dimensions that most affect workforce effectiveness, HR functional performance, strategy and business outcomes.



FROM INSIGHTS TO ACTION

With HC Scan at the center, access precision insights needed to turn action into action.

DASHBOARDING.

Auto-generated dashboards help leaders spot patterns, get answers and see recommendations at a glance.

BENCHMARKING.

Participants can compare their business and workforce issues to the results of other anonymized companies.

RESULTS CONSULTATION.

Mercer consultants collaborate to apply HC Scan results to identify, prioritize and close performance gaps.

Contact:

Ready to learn more about strengthening the connection between your workforce and smart business strategy? Contact your local Mercer representative or visit us online at www.mercer.com.

HOW IT WORKS

Grounded in Mercer's model of how human capital drives organizational performance and strategic outcomes, HC Scan is delivered in three easy steps:

Step 1: FRAME

One-hour interviews with key executives are conducted to frame each organization's context.

Step 2: ASSESS

Web-based questionnaire is completed by selected stakeholders within the organization.

Step 3: ANALYZE

The questionnaire is closed, results are automatically made available within a secure dashboard.

