

Maturity Institute Orientation

The Challenge

Mounting evidence has shown convincingly that human capital matters. It matters in understanding and managing human risk - in terms of business and operational impact. It matters in terms of sustained value creation for all organizations (from investment banks to manufacturers to healthcare providers). It also matters for organizations and their value in a societal context.

Our Orientation explains why and how human capital drives (or undermines) value, and in what way organizations can manage all human capital stakeholders to make the most of the significant opportunity presented through a competitive strategy of organizational Maturity.

The Opportunity

Enhancing Maturity and being able to achieve a high Maturity rating* means:

- Achieving greater value from a company's human potential
- Minimizing human risks
- Building predictable business performance improvements
- Developing a reputation for excellence in human capital management
- Growing trust & confidence with investors and wider stakeholder communities
- Creating sustained value differentiation

Who should attend?

Our Orientation Programme is a highly condensed, 2-day, introduction to the institute, its societal value philosophy and organizational management methodology. It is designed to meet the needs of a wide range of stakeholders who have an interest in ensuring that organizations are able to deploy human capital to create the most value possible. In particular, the programme speaks directly to the perspective of: -

- CEOs
- CFOs
- Executives and general managers
- HR and L&D professionals - especially director level
- Management consultants - especially those recognizing the value of human capital
- M&A advisers
- Financial and investment analysts (e.g. CFA)
- Institutional investors (e.g. pension fund managers)

*see also OMR at www.omratings.com

Orientation Programme outline

You will learn how to analyse and assess organizations from a human capital perspective by making the 'intangibles' tangible and predicting future organizational effectiveness and performance. You will be able to relate all human capital management to the value of any enterprise from whichever sector.

- Value defined - the core concept
- Organization & societal value – the link to human capital
- Introducing maturity & the ten pillars
- How Maturity predicts value & risk
- Stakeholder perspective analyses
- Mature values and principles
- MI's 10 Pillars – key questions
- The Maturity Scale - analysis, assessment and rating
- Managing organization Change through Maturity
- Introducing Maturity to organizations

You will see how to utilise proven approaches & methods; e.g.:

- ROI applied to intangibles
- Identifying & solving key human capital problems
- Measurement and analytics
- The learning organization & evaluation
- Maturity diagnostics
- Systems and processes as part of a whole system
- Organization design
- Understanding sophisticated performance cultures
- Human capital (integrated) reporting