

JGI has developed a practical approach to improving the effectiveness of the Human Resources function. This service can significantly increase the ROI from your HR systems and enhance the organizational impact of the HR function.

JGI'S DIAGNOSTIC EVALUATION:

During Diagnostic Evaluation, JGI evaluates the client's level of performance in each of the **Six HR Effectiveness Arenas**. The goal is to identify:

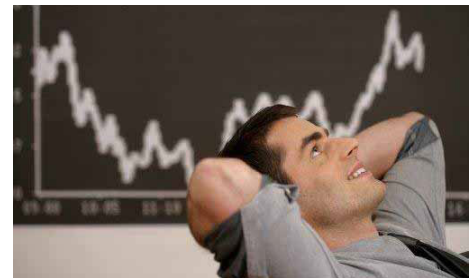
- How the HR Organization can play a more **Value-Added Role** in impacting enterprise performance
- Opportunities to improve **HR Processes** both within the HR organization as well as across the enterprise
- Areas where **HR Systems** can be better utilized to improve process efficiency and the information environment



JGI's Diagnostic Evaluation is a collaborative process where our consultants work with your HR professionals as well as your internal customers to develop pragmatic recommendations for improving HR effectiveness. This exercise typically lasts **2 weeks** and proves invaluable in gaining alignment, clarity and prioritization for planned HR improvement initiatives.

While every organization is different, our **experience** is that most of our clients face similar **challenges**:

- How can we ensure that the HR function is supporting the overall objectives of the enterprise and **adding value** to the organization?
- How can HR better partner with its **internal customers**?
- How can we **reduce the cost** of HR activities while simultaneously **increasing HR effectiveness**?
- How can we ensure that we attract, retain and develop **top-quality people**?
- How well do our HR systems support the **overall business strategy** and **IT strategy**?
- Does the current HR technology provide **value-added information** to all levels within the organization?
- Are HR systems tightly **integrated with the ERP** and other systems?
- Do the current processes and technology appropriately support **growth and globalization**?
- Do our HR systems enable us to appropriately **manage compliance and legal risk**?

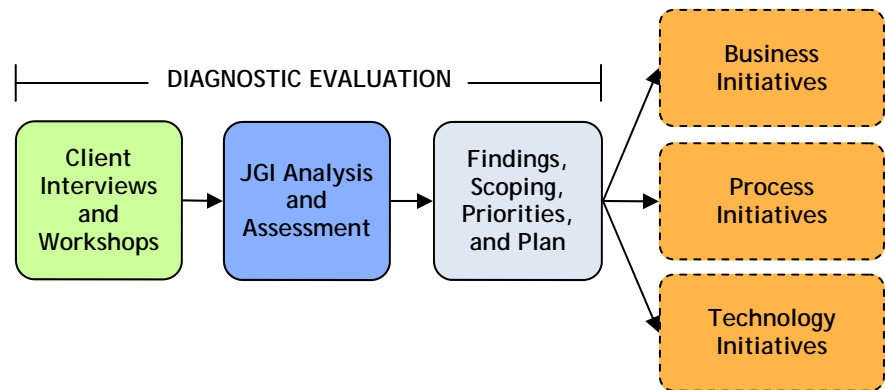


TREATMENT APPROACH:

JGI typically assists the company in implementing any results of the diagnosis that could be put into place immediately. A major focus of this process redesign is to get the most value out of the HR application the company is actually using.

For the diagnostic results that have a longer time horizon — required Business, Process or Technology Initiatives — JGI develops a specific implementation plan and milestones, and identifies company managers who can take ownership of the longer horizon activities.

Given JGI's management consulting and expert technical capabilities, JGI can assist the client organization with the implementation efforts necessary to create world-class HR practices and to get the maximum ROI from their HR technology.



About JGI's Management Consulting Services

At JGI, we believe in quickly adding value to our client companies. The services we offer as well as our approach to working with clients puts us in the best position to help our clients improve. We focus on profit and management improvement initiatives which complement JGI's technology services, thus enabling our clients to sustain the value of their companies and to maximize their ROI from technology investments.

- ◆ **Profit Improvement Initiatives – Adding Immediate Value to Our Clients**
- ◆ **Management Improvement Initiatives – Complementing JGI's Technology Solutions**
- ◆ **Top-Quality People – Experienced National Practice Leaders and Consultants**

CONTACT US:

For further information on JGI's approach to Improving HR Effectiveness, or other Management Consulting services —

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