



**Aligning
Organizational
Performance
With
Shareholder
Expectations**

NEWS RELEASE

For more information, photography, or to schedule an interview, please contact:
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FOR IMMEDIATE RELEASE:

ORGANIZATIONAL INNOVATOR CREATES UNIQUE STRATEGIES FOR ALIGNING HUMAN CAPITAL PERFORMANCE WITH SHAREHOLDER EXPECTATIONS

(Philadelphia, PA) Say the words “human resources” and many picture want ads, interviews, benefits briefings, etc. . . . mostly the tactical side of hiring and managing people in a business. But organizational thought leader Jim Geier, founder and CEO of Human Capital Consulting Partners, observed a disconnect in HR practice that actually creates a drag on business growth and profits. His unique approach, called “The HCCP Strategy”, is being adopted by family-owned and not-for-profit companies large and small as an innovative way to design human resources processes and programs within companies to be more efficient and more profitable.

Said Geier, “The traditional human resources tactical approach tends to get in the way of corporate goals. It was the HR tactical tail wagging the corporate dog, so to speak, which ultimately is inefficient and at odds with shareholder expectations. The Geier method refocuses company’s human capital dynamics to more effectively align with shareholders’ and owners’ objectives.”

Geier first developed his Strategy years ago, as a top executive at global pharmaceutical and chemical companies. While there, he observed that even at the global level, most HR departments are tactically inefficient within the framework of an organization’s overall and long term objectives.

“Because it has always been this way, many accept this as a best practice without exploring the potential from our new thinking,” said Geier.

Geier created and initiated his breakthrough strategic approach and then went on to start his own consulting company to bring his unique program to public, family-owned and non-profit organizations. The HCCP Strategy starts from the shareholders’ or owners’ perspectives and creates an HR strategy, framework and tactics designed to add value to the organization calculated by measurable results. Some key areas of focus include:

- Organizational and cultural change management
- Organizational assessment: Structure & workforce planning
- Compensation strategies
- Talent acquisition and succession strategies

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As a full service consulting firm, Human Capital Consulting Partners specializes in working with businesses to deliver on organizational and cultural change management initiatives, organizational assessments, workforce planning, compensation strategies, succession strategies, executive search.

Founded in 2004 by Jim Geier, HCCP specializes in the alignment of organizational performance with shareholder expectations. Clients include owners, shareholders, boards of directors, and C-suite executives representing a diverse range of industries who seek the most effective ways to maximize their company's human capital relative to their business model, strategies and goals.

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