



**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:

ACCLAIMED HR STRATEGIST: 6 SIGNS YOUR HR DEPARTMENT IS AT ODDS WITH YOUR BUSINESS STRATEGY

(Philadelphia, PA) Organizational thought leader Jim Geier, founder and CEO of Human Capital Consulting Partners, observes a disconnect in HR strategy that actually creates a drag on business growth and profits. His unique approach, called "The HCCP Strategy", identifies 6 telltale signs that one's human resource activities may actually be working against the business and profit strategy developed by a company's owners.

According to Geier, if your company is experiencing any or all of the following, your HR strategy/operations may be holding your company back:

- 1) Your company has a business strategy but it hasn't defined an HR strategy, one that ensures you have the right people to achieve your goals.
- 2) Your HR leadership isn't invited to participate in high level planning and strategy meetings and discussions.
- 3) Your company is hiring for the position but not the outcome, e.g. people who have the skills/abilities to make corporate goals happen.
- 4) You have performance reviews that rate the person, but not their accomplishments and behaviors relative to achieving stakeholder expectations.
- 5) Your company's compensation strategy may be a best practice in your industry but may not be one that drives motivation toward achieving your company's goals.
- 6) Top leadership does not communicate to each employee corporate goals and their role in achieving them.

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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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