



**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 ORGANIZATIONAL VISIONARY PRESENTS 6 QUESTIONS TO ASSESS WHETHER HUMAN CAPITAL STRATEGY IS DESIGNED TO FILL POSITIONS OR TO MOVE THE ORGANIZATION FORWARD**

(Philadelphia, PA) Jim Geier, founder and CEO of Human Capital Consulting Partners, a strategic consulting group specializing in aligning organizational performance with stakeholder expectations, has identified six key questions companies can ask to determine whether they are maximizing organizational performance with their business strategy.

According to Geier, who developed his innovative human capital philosophy and strategies while working as top executive at major global enterprises, "people are a key part of every business. Yet most businesses fail to maximize their people potential because they focus on the tactical issues of filling slots on a chart rather than on adding talent who have the skills and experience to achieve the organization's strategic objectives."

Geier has developed 6 questions to ask to determine whether an organization - public, non-profit or family business - is maximizing its human capital performance potential:

- 1) What is your business strategy and vision for the future?
- 2) What are the organization's top 3 goals?
- 3) Are the business processes in place to achieve the goals, strategy and vision?
- 4) Is the right organization structure and skills/competencies in place to achieve goals?
- 5) Can the current management team provide the leadership and direction needed to win?
- 6) Is the organization's compensation strategy designed to motivate people to achieve goals.

Said Geier, "the human component of an organization is often its largest expense, yet structurally, it is often the one least examined by the owners, stakeholders and board. A thorough assessment of human capital is the key to achieving organizational efficiencies and your business strategy."

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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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