



# CREDIT**INFO**

HUMAN CAPITAL MANAGEMENT **AN OVERVIEW**

# OUR HISTORY

- Founded by Dr Michael Reddy – Ph.D, AFBPsS, FRSA
- Previously Founder of EAP firm ICAS
  - Wanted to broaden out his work to cover more than just employee assistance
  - Sold to AXA in 2006
- **REDDYco developed (as Human Potential Accounting group) in 2008**
  - To address the holistic approach to getting the most out of people
  - Based around the principles of Human Capital Management

# WHAT WE DO

- Human Capital Management (HCM) Company
- Focusing on helping organisations perform better through Human Capital Management practices



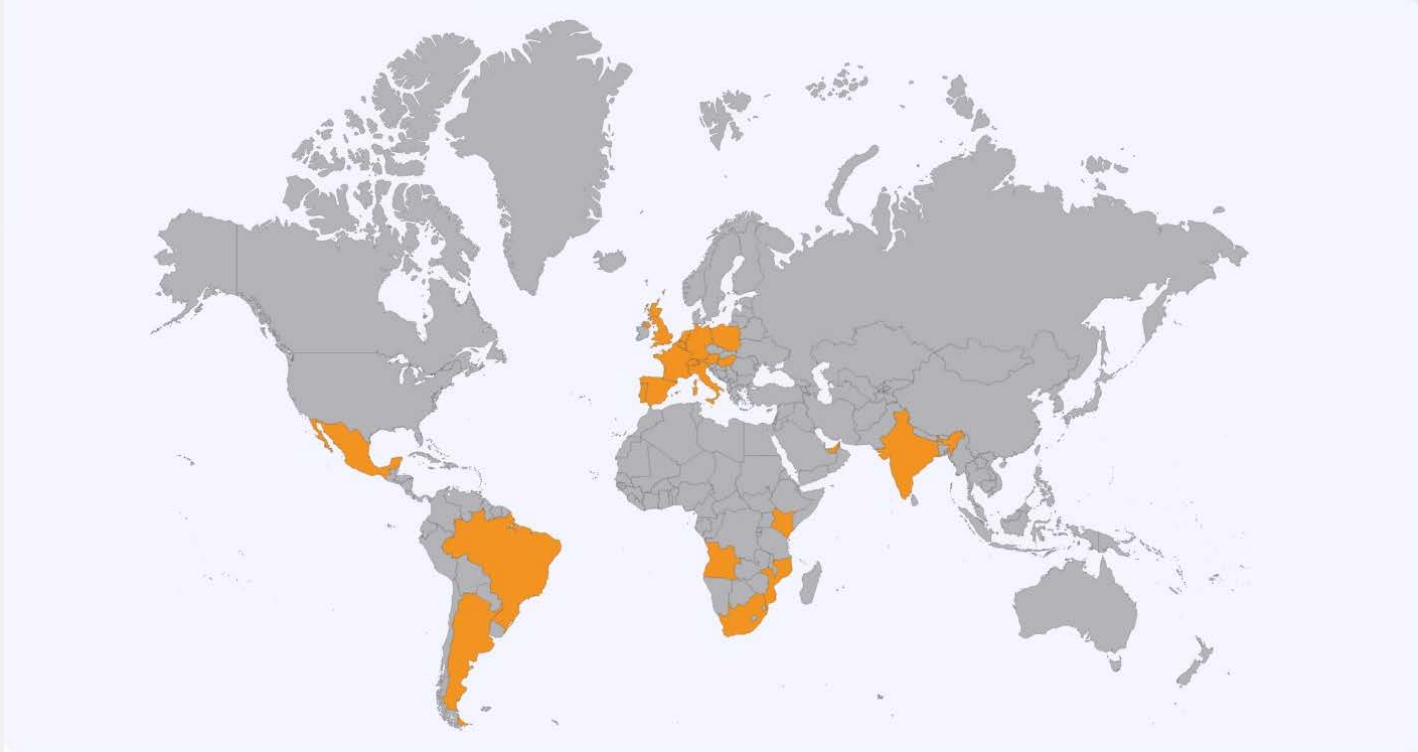
# OUR HUMAN CAPITAL MANAGEMENT SERVICES INCLUDE

- Conflict Management Services (Mediation/Investigation)
- Training
- Assessment & Audit
- HCM Consultancy services
- Executive Search

# NETWORK OF EXPERTISE

- We have a comprehensive network of over 200 consultants based in the UK
- Offering a variety of skills including;
  - Occupational Psychology
  - Organisational development
  - Legal experts
- **Delivering Global solutions**
  - Web Based delivery of services
  - Have recently expanded with a global network of consultants
  - Based on all continents with the ability and expertise of travelling internationally

# OUR GLOBAL REACH



**REDDY**co

# HUMAN CAPITAL MANAGEMENT

- People are our greatest asset, cliché or fundamental truth
- Look at how businesses manage their Assets
  - Comprehensively reported on
  - Seen as a competitive advantage
  - Assets are Invested in, from board level down
  - Investment decisions based on optimum return on investment

Now let's see how an average business treats its people...

# HR MANAGEMENT

- In reality an “average” business has H.R. departments
  - What does this say about how people are actually managed?
  - Human Resources. Your people are viewed as a resource.
- How do businesses manage their resources?
  - Seen purely as a cost - at best a commodity
  - To be used and replaced
  - Homogenous – no competitive advantage
- So does the average business really treat their people as their greatest asset?



# THE KEY FACTORS OF HUMAN CAPITAL MANAGEMENT

DATA & INSIGHT



LEADERSHIP



RISK



TALENT



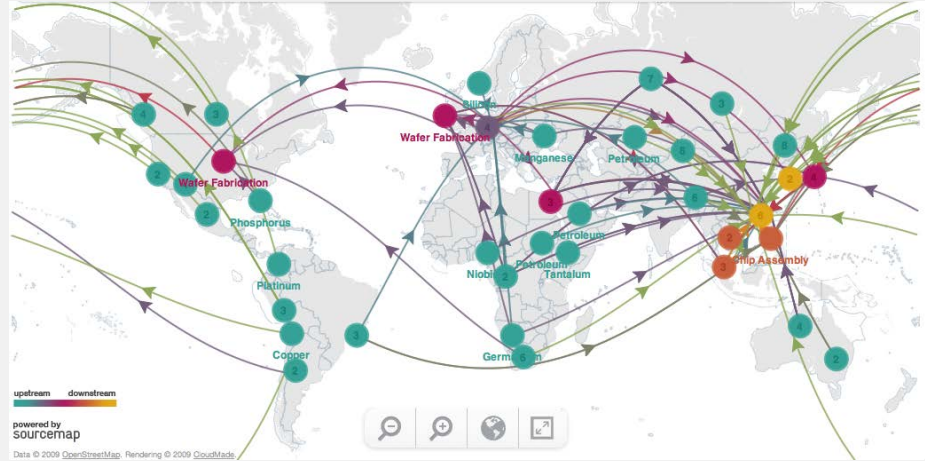
WELLBEING



# INDIRECT HUMAN CAPITAL MANAGEMENT - IS THIS IMPORTANT?



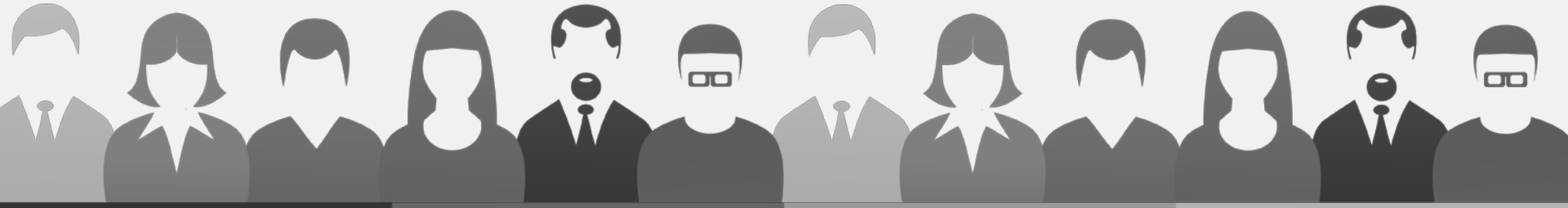
50 years ago everything  
was made "in house"



21st Century Manufacturing is complex  
supply chains

This means possibly hundreds of thousands of people making things for you

- You have no visibility
- No direct control
- Ultimately could cause great damage to your brand and reputation



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Now think of the impact your direct Human Capital has on your bottom line.

Turn that on its head.

- Developing transparency in your supply chain
- Having greater control over your indirect human capital
- Protects your brand
- Provides opportunity to gain a competitive advantage from your supply chain.

Indirect HCM is the greatest area of competitive advantage for companies with supply chain or outsourcing requirements.

# HCM SERVICES

How can you improve something if you don't know how good it currently is?

## Assessment

- Online and Phone based assessment tool
- Combines broad based surveys, organisation specific metrics and Benchmark analysis

## Audit

- Using our network of highly experienced and qualified consultants
- More in depth to fully investigate root causes of identified issues.

# HCM SERVICES

## HCM Consultancy Services

### Analysis and Insight

- Gap analysis identifying what gains could be made in HCM performance
- Developing recommendations for maximum impact/return

### Change implementation

- Taking the pain out of change

# HCM SERVICES

## Executive Search

- Bespoke recruitment and succession planning services at board level for FTSE 250+
- Recent key appointments include:
  - CEO International Oil & Gas producer
  - Chair & CEO major UK sports Agency

# HCM SERVICES

## Conflict Management Services

### Investigations

- Providing an expert and objective service
- Ensuring formal complaints are investigated thoroughly
- Non-partisan, experienced and independent
- Resolving issues quickly and reducing the risk of escalation

### Mediation

- Informal conflict resolution
- Looking to prevent more formal investigation
- Fully trained consultants
- Pre and post mediation support
- Including mediation training



# HCM SERVICES

## Leadership Training Matrix

People Management		Conflict Management	Culture & Cohesion
Employee Wellbeing	Performance Management	Bullying & Harassment	Creating a Cohesive Workforce
E&D Made Simple	Managing Absence Effectively	Optimising Team Engagement	Communication in a Multi-Language Workforce
Dignity @ Work	Effective Disciplinary & Grievance Management	Mediation Skills	Workforce Planning and Recruitment
Managing Different Style and Behaviours	Recognising & Tackling Underperformance	Nipping Conflict in the Bud	Identifying Problem Behaviour

## HCM Training

- Direct employee/leadership training
- Indirect capacity building training
- Face to face or web based
- Insert the Training matrix

# CONTACT US

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THANK YOU.

ANY QUESTIONS?