



We discover fast, focused, smart ways to enhance the value of our client's human capital.

We are Capital H.

What we do

ORGANIZATION EFFECTIVENESS:

**Design and build organizational capabilities
by delivering better people performance**

- » Organization performance improvement initiatives
- » Human capital strategy
- » Culture shift and culture change
- » Organization change
- » Performance definition, measurement and alignment
- » Team effectiveness

SALES EFFECTIVENESS:

**Align sales across multiple dimensions –
potential, strategy, resources, and execution
to achieve sustained profitable growth**

- » Revenue growth and profit improvement
- » Customer retention
- » Cost/resource optimization
- » Organizational re-design
- » Sourcing and retention of key talent
- » Sales compensation design and planning

EXECUTIVE EFFECTIVENESS:

**Develop and implement performance and
reward strategies that promote excellence**

- » Leadership development
- » Individual executive coaching
- » Executive succession management and planning
- » CEO/Director evaluation and role definition
- » Board governance
- » Executive/Director compensation

**Creating value
through people for better
business results**

HR EFFECTIVENESS:

**Equip the HR function with the skills,
programs, and processes needed to attract,
reward, and retain the best talent**

- » Strategy development and service delivery
- » Audits of all or some HR processes
- » Systems and technology assessments
- » Process and policy improvement and/or re-design
- » Functional transformation
- » Vendor selection/management
- » Outsourcing

TALENT EFFECTIVENESS:

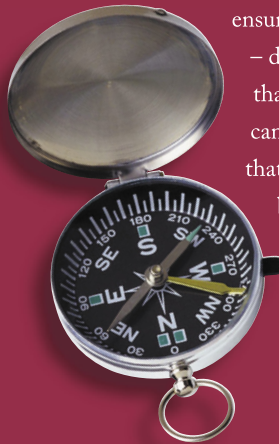
**Find, develop, motivate, and retain
talent to achieve results**

- » Workforce planning, recruiting, training and development
- » Compensation/rewards and retention efforts
- » Career development and performance management
- » Multi-rater feedback and employee surveys
- » Employee engagement
- » Recruitment, assessment and selection design/implementation
- » Outsourced recruiting

The reality we face

Companies are constantly evolving their business strategy and re-inventing themselves to meet changing market needs – whether they are acquiring other companies, launching new products and/or pursuing new markets.

Unfortunately, many business strategies fail – or do not live up to their full potential – because companies' people practices fail to keep up with changes in business direction. Companies need the systems and rigor to consistently ensure that the business – and their people – deliver the intended results. We know that business strategies only work if people can effectively execute them. And we know that the same discipline that is applied to business processes needs to be applied to how companies manage people.



We discover fast, focused,

How we work with clients

Perspective

WE OFFER A FRESH PERSPECTIVE.

We provide clients with a fresh set of eyes and different perspectives on today's human capital challenges. We listen to your needs so that we understand your company's business challenges *before* proposing solutions.

We have the top talent – with the years of experience in a variety of industries – which you demand from a large consulting firm. But we work with the agility you expect from a much smaller organization.

We pride ourselves on challenging conventional wisdom about managing people and are committed to our clients, to this marketplace and to attracting the best talent possible. We don't plan to be all things to all people; we just plan to be the human capital business advisors you turn to first.

Pragmatism

WE HELP YOU GET IT DONE.

We focus on superior execution: delivering efficient, cost-effective and practical solutions that have real value for your business.

Our consultants have been on both sides of the desk; have the real-world experience so they understand what works... and what doesn't. Our solutions are specifically tailored for your environment so they can be implemented... and don't end up sitting on the shelf.

Our value-based approach allows us to deliver solutions that are linked to your business strategy. In other words, we help you get the right people in the right roles, in the right places, at the right time, in the way that best supports your business strategy.

Accountability

WE DO WHAT WE SAY WE WILL DO.

Everyone talks about client satisfaction; we're intent on delivering outcomes. At the onset of each project, we build into our process a rigorous articulation of outcomes. We then evaluate success at the end of the project, as well as over time.

We're looking for sustainable impact for our clients.

Flexibility

WE WORK THE WAY YOU NEED US TO WORK.

We can assist with any phase of the project life cycle, whether developing strategy, planning, design or implementation. Our team is expert at wearing multiple hats, whether as strategic advisors, or working alongside your internal team as additional resources.



smart ways to enhance the value of our

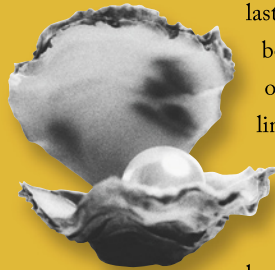
The results

Better people practices closely tied to overall business strategy: By understanding how your organization runs its business and makes money, we make recommendations regarding your human capital that directly support your business strategy.

More focused decision-making: We help you clarify a conceptual strategy, allocate and/or re-allocate resources to implement the strategy and even build the best structure for implementation. This results in more cost-effective and efficient solutions.

More rapid prioritization: Our value-based approach drives the prioritization of actions that yield the highest return on your investments.

Bottom-line impact: Our approach will lead to measurable results that have tangible, lasting value; results that have bottom line impact on your organization and can be linked to your investment decisions. We help you focus on doing the right things to achieve real long-term value.



Our clients

We serve mid- to large sized companies in all industries, many with global reach. We also have a track record working with not-for-profit organizations, institutions of higher learning and private equity firms. We have deep experience working with companies in a variety of business situations, including merger integration, restructuring, cost management, spin-outs, rapid growth, new strategic direction, increased competition and globalization.

Who we are

Our team members average over 15 years of experience, with a combination of consulting and industry backgrounds. We've sat on both sides of the table and approach your human capital issues from a value-based perspective to provide practical solutions, measurable results and superior execution.

client's human capital. We are Capital H.

www.capitalhgroup.com

Currently, we support clients in North America through our offices in **Boston, Chicago, Detroit, Houston, Long Beach, Milwaukee,** and **New York**. Please see our website for locations.

For more information, contact us at 1.800.298.0031