

Vitruvian Advantage

# HUMAN CAPITAL STRATEGY

*"Grow an emotionally intelligent  
workforce - establish organizational  
resilience."*

*Dr. Sarah Spradlin, CEO*



VITRUVIAN ADVANTAGE™

## Human Capital Strategy

# 6 AREAS OF EVOLUTION

- Organizational Alignment
- Leadership
- Talent Acquisition
- Workforce Development
- Succession Planning
- Change Management

## Evolution of Human Capital Strategy Planning & Management



Human capital strategy planning & management requires an evolutionary and synergistic approach to maximize effectiveness and sustainability.

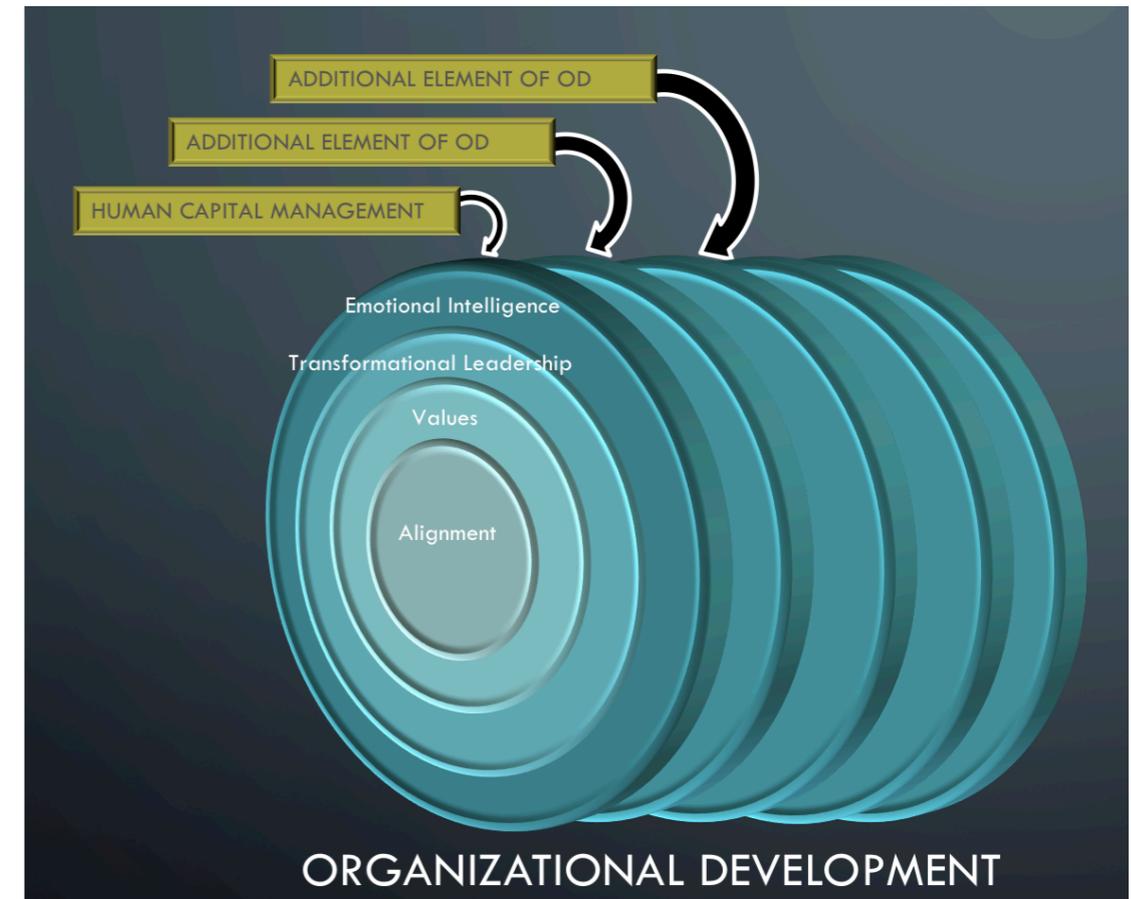
**Organizational Alignment (1)** is the foundational step towards developing, monitoring, and evolving a sustainable human capital strategy - a living breathing process that continuously assesses current & future requirements.

Alignment acts as stepping stone to implement a functional **leadership (2)** model where informed empowered employees excel and transformational leaders grow and diversify corporate initiatives.

Evolving your talent management continuum helps you **hire, develop, and promote (3-5)** the right people the first time in an effort to establish **organizational resilience (6)** and maintain the competitive advantage in today's global market.

# HIRING RIGHT THE FIRST TIME

Today's global market is more dynamic than ever, and change is the only constant. The ability to combat change requires a resilient workforce capable of adapting to and overcoming emergent challenges. Years of research shows us that Emotional Intelligence is a fundamental component of high performing employees, transformational leaders, and resilient organizations.



*Bulletproofing your Organizational Development ecosystem*

Human capital management is only one element of organizational development (OD). A resilient OD plan incorporates an ecosystem grounded in a culture of emotional intelligence and transformational leadership guided by organizational values and strategic alignment. Ultimately, providing a multi-layered bullet proof shell to build every individual element of an effective and sustainable OD plan.

# WHAT'S NEXT?

Take action

Establish resilience

Become the competitive advantage

