



| Human Capital Management Solution

Using Human Capital Management (HCM) to centralize personnel functions and reduce costs



“Work is only as Good as the People who do it”

The people in your organization are your greatest asset—your “human capital”. Ensuring that the right people are in place, and equipping and empowering them to perform, is the key to your success

What we know about human capital...

- **People will achieve results...**if they have the right skills, and their organizations provide them with the tools required to succeed
- Across sectors and industries, **top organizations are also leaders in human capital management**, using proactive strategies to achieve goals.
- With the right pieces in place, **your organization can maximize workforce potential** and realize the benefits of sustainable mission fulfillment.

VTT’s experienced professionals can help your organization tap into the previously hidden potential inside your workers—leveraging their human capital to fulfill your organization’s mission and improve performance.

Effective management of human capital is a prerequisite for business performance. Strategies, Processes,

Technologies and other business enablers are only as good as the people behind them. Government organizations face many barriers—including regulatory compliance requirements and inefficient policies and management practices—that sap the potential of their workers.

We understand the challenges that organizations face in leveraging their personnel, and we offer a comprehensive set of Human Capital Management solution tools to address them.

VTT’s experienced professionals provide the tools and knowledge that organizations need so they can better leverage their workforces in support of business objectives. We do this by helping our clients:

- Plan and deploy human capital initiatives strategically
- Aligning workforces to fulfill Organization missions
- Identify and acquire the skills required to execute business action

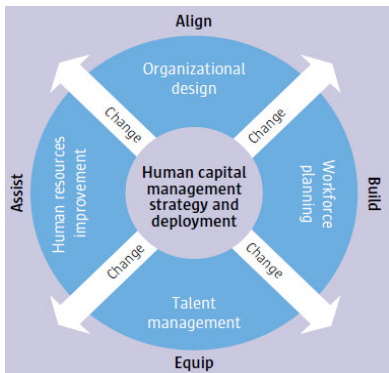
- Transforming agencies in order to establish a goal-oriented environment
- Improve personnel processes and business models to help employees work more efficiently

**Human Capital Management: Align, Build, Equip, and Assist**

VTT created its Human Capital Management solution model on the foundation of systematically aligning, building, equipping and assisting agency workforces. Using this approach, we can help your organization plan and deploy human capital strategies comprehensively, program by program. The results are improved rates of return on firm investments.

Our solution model is flexible and scalable, providing the tools you need in response to various discrete, client-specific workforce issues and needs. VTT's end-to-end Human Capital Management solution (Figure 1) drives support for establishing and executing strategy.

A strategic human capital management plan can help organization leaders better synchronize their business goals with human capital strategies through more effective resource allocation, program prioritization and continuous performance monitoring.



**VTT's Human Capital Management solution model is flexible, scalable and focused on helping your organization achieve an improved return on investment**

Our capabilities support and promote development of your agency's structures, tools, skills, processes and cultures that are key to unlocking workforce potential and adding business value:

**Organizational Design** - aligns your workforce structure with your agency's vision, mission, goals and objectives to position resources for efficient and effective operational execution.

**Workforce Planning** - identifies current and future workforce profiles required to execute your agency's strategies.

**Talent Management** - executes transition strategies in workforce planning through targeted recruiting, hiring, training, performance management, succession planning and other approaches.

**Human Resources (HR)** improvement streamlines traditional personnel business processes and upgrades service delivery so as to increase efficiency, reduce costs and elevate HR department abilities to give employees more autonomy.



**Helping our clients get sustainable, measurable results**

Voice Tel Tech (VTT), established in 1992, is an international organization of strategy and management consultants who serve clients in business and government. VTT members adhere to strict professional standards and a rigorous code of ethics. VTT is dedicated to improving the competence of its members so that they may serve clients with reliability, integrity and the highest level of professionalism. VTT has established a set of operating frameworks and flexible methodologies which help us solve pressing challenges for our clients. Through our collaborative and flexible approach, we help our clients get practical, sustainable, measurable results, make the right strategic decisions and implement the right solutions. We are VTT, strategy & management consultants. To learn more, contact us, or visit our Web site at [www.voiceteltech.com](http://www.voiceteltech.com)

**Contact Us:**

Head Office:  
Voice Tel Tech (Pvt.) Ltd.  
Office 201, Block-8,  
School Road, F-6 Markaz,  
Islamabad, Pakistan

Tel : +92 (0) 51 227 6284  
Fax : +92 (0) 51 227 5138

[info@voiceteltech.com](mailto:info@voiceteltech.com)  
[www.voiceteltech.com](http://www.voiceteltech.com)