



# Workforce Insight

ONDEMAND web service platform

To determine the impact of human capital management practices on business results, performance outcomes must be measured, analyzed, and monitored for progress. Using an interactive analytics solution, organizations can gain insight that guides decisions, directs planning, and ultimately drives the optimization of human capital.

Workforce Insight™ has been the first and only solution to completely address the measurement challenges of HR. Using a “three-tier workforce intelligence” model, Workforce Insight delivers integrated operational reporting, HR metrics, and business insight using a single data platform.

Most organizations are not quantitatively aligning the impact of their human capital decisions and practices with financial and operational performance goals. Workforce Insight delivers a complete view of human capital information and, when aligned with organizational KPI's, provides an actionable platform for more informed workforce decision making.

All new Workforce Insight™ OnDemand extends the benefits of Workforce Insight to a web service platform for faster deployment with lower entry costs. Additional benefits with Workforce Insight OnDemand include:

- User friendly dashboards
- Connectivity to enterprise systems
- Completely self configurable
- No IT hardware or maintenance costs
- No software to install or upgrade

## Early Adoption Program

For more information about linking human capital to business results and participating in our Early Adoption Program with financial incentives call 888.719.9311.

The human capital management practices of leading companies clearly underscore that HR strategy should be derived from business strategy. And every HR policy, program, initiative and tool should align with and support the achievement of business success. But how can organizations be certain which activities drive the business and to what extent?

### Packaged Expertise

DoubleStar Inc., a leading provider of Workforce Analytic solutions and two-time *Inc. 500* company, developed Workforce Insight and Workforce Insight OnDemand to help organizations such as Home Depot, Capital One, TD Bank, and Brady Corp, institute human capital measurement practices that translated into tangible business value. The technology, dashboards, and best practices engineered into Workforce Insight OnDemand represent our cumulative experiences in helping organizations transition to be more informed and profitable “human performance leaders.”

### Executive Dashboards Online

Executive Dashboards provide C-level users with real-time insight about the correlations of human capital measures to the outcomes of business and operational Key Performance Indicators (KPIs), in order to manage their enterprise's single largest expenditure with the same focus and discipline as other major investments.

### Decision Support Dashboards Online

Decision Support Dashboards provide relevant, subject specific information in the areas of Workforce Composition, Staffing, Total Compensation, Talent & Development and Enterprise Performance for HR, and help line management to align the impact of their human capital decisions and practices with operational and performance goals.

### Change Management Consulting Services

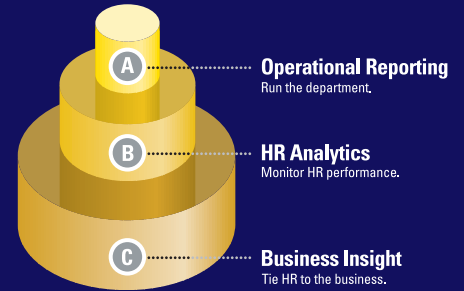
The best way to ensure wide-scale utilization of the Workforce Insight platform is to engage DoubleStar in the change management process that needs to accompany the new way of thinking about optimizing human capital. Our consultants are experts with decades of practical experience in HR management, change management and solution rollouts.

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Fully-integrated human capital measurement — including operational reporting, HR metrics, and business insight — enables organizations to leverage human capital as a strategic asset.

Available only in Workforce Insight™ from DoubleStar.



## ONDEMAND Dashboards

Example metrics are listed. Actual dashboards feature additional metrics for each subject specific area identified.

### Executive

Identifies the causal relationships between Human Capital performance KPI's and KPI's for Customer, Financial and Operational performance.

**For example:** how does the Turnover of High Performers impact Stock Price, Revenue, Earnings Per Share, Cost of Sales and Customer Satisfaction over time?

### Composition

#### Workforce

- Employee, Contingent, and Total Headcount versus Budget
- Total Workforce Spend versus Budget
- Pay, Benefits, and Total Employee Spend per Employee FTE

#### Diversity

- Hires by Gender and Ethnicity versus Targets
- Promotions by Gender and Ethnicity versus targets
- Compa-Ratios of Minority and Female Employees versus Others by Job / Salary Grade

#### Turnover

- Turnover Rates for High Potentials and High Performers versus Overall
- Turnover Rate by Length of Service
- Turnover Rate for Low Performers

### Staffing

#### Recruiting

- Minority & Female Hires versus Targets
- First Offer Declines
- Time to Fill Strategic Positions versus All Positions

### Time and Attendance

- Total Days Lost by Absence Reason
- Productivity Lost Due to Absences

### Staffing Value

- Value (\$) per Fill
- Time to Productivity
- Cost per Vacancy

### Compensation

#### Pay & Recognition

- Compa-ratio by Performance Rating and Potential Rating
- Total Pay and Overtime Spend versus Budget
- Total Pay / Employee of High Performers versus Moderate and Low Performers

#### Safety

- OSHA Actions
- Absences Due to Accidents

#### Benefits

- Employee Participation
- Active Employees Eligible to Retire
- Benefit Spend versus Budget

#### Total Compensation

- New Hire Total Pay and Compa-Ratio
- First Offer Declines Due to Compensation
- Total Pay at Target / Market Rate versus Turnover for Strategic Jobs

### Talent and Development

#### Performance Management

- High and Low Performers
- Turnover of High and Low Performers
- Employee Engagement versus Percentage of High and Low Performers

### Succession

- Succession Risk
- Succession Depth versus Target

### Learning & Development

- Development Spend versus Budget
- Submitted and Executed Development Plans
- Readiness in Strategic Jobs

### Leadership

- Succession Depth for Leadership Roles
- Leadership Program Eligible, Invites, and Attendees
- Satisfaction Ratings of Leaders

### Talent Management

- Development Spend
- Development Spend per Employee Headcount versus Customer Satisfaction

### Enterprise Performance

#### Engagement & Culture

- Employee Engagement and Satisfaction versus Voluntary Turnover Rates of High Performers and Potentials
- Employee Engagement and Satisfaction versus Revenue per Employee Headcount
- Employee Engagement and Satisfaction versus Targets

#### Human Capital Impact

- Revenue, Operating Spend and Net Operating Profit per Employee Headcount
- Human Capital Return on Investment



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