



News release

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Anticipation of human capital risk vital for better people investments

PwC rated as ALM Intelligence Advancing Vanguard Leader for Human Capital Risk Management

ALM Intelligence's Human Capital Risk Management Consulting report finds that organisations are now recognising that the root cause of many strategic and operation risks is the mismanagement of people and, in order to realise long-term value and competitive advantage from people investments, they need to better assess and anticipate human capital risk.

It goes on to say that 'Clients depend on their consulting partners for a holistic approach that combines a future-focused process for setting strategy with comprehensive capability building supported by managed services.'

Jon Williams, PwC's Global People and Organisation leader said:

"Human capital risks are amongst an organisation's most pervasive and pressing risks, permeating nearly all aspects of its strategic, operational, financial and legal priorities. Business models are constantly changing and global trends impacting human capital risk are continually rewriting the rules of engagement. Managing the impact of human capital risk is an essential contributor to successful business transformation."

Organisations are therefore looking to human capital risk management consultants to help them translate their human capital strategy into reality by developing their people, process and technology capabilities.

The report looks at the consultants who are playing a central role in human capital risk management and rates PwC as a global ALM Intelligence Advancing Vanguard Leader for human capital risk management and human capital risk process implementation. It recognises that PwC counsels an outside-in, future-focused orientation to enterprise risk enabled through scenario planning services that incorporate the firm's "future of work" research to help companies anticipate the impact of megatrends on HR function and people management.

Liz DeVito, associate director and lead for human resource consulting research, ALM Intelligence, and author of the report, noted that PwC excels in its ability to leverage a vast internal network of consulting services, solutions and research to help clients connect their human capital risk

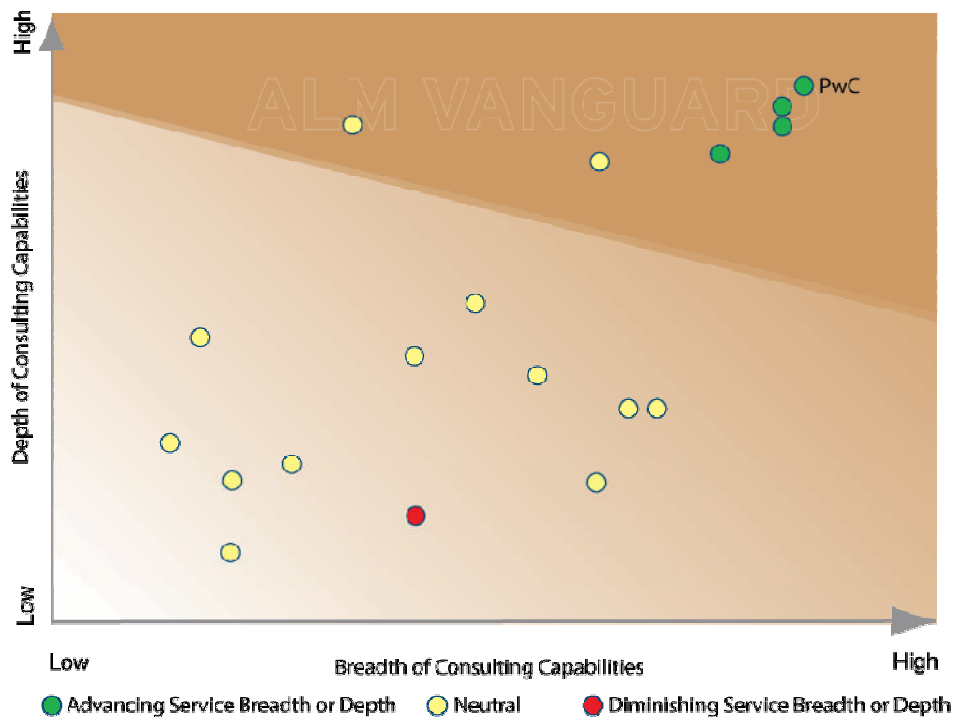


management strategy to execution impact on a global scale and at all levels of the organisation. She commented:

“PwC counsels executives with a pragmatic approach that applies the capabilities-driven consulting methodology of Strategy& to the design of human capital risk management strategies that strengthen the client’s operating model and organisation design.

PwC offers an unparalleled array of services and solutions designed to accelerate the implementation of human capital risk strategies, using innovations in cloud and mobile technology, advanced analytics, scenario planning, war gaming, and design thinking. Innovation design is grounded in relevant risk and legal frameworks that adhere to client’s specific risk mitigation strategies.”

ALM Vanguard of Human Capital Risk Management Consulting Providers



Source: Human Capital Risk Management Consulting, ALM Intelligence

Commenting on achieving the Vanguard ratings, Jon Williams, said:

“We are delighted to be recognised as being at the forefront of helping clients view human risk management as integral to their organisation, through delivering integrated business and human capital risk management strategies, innovation, digitisation and analytics solutions.

As we work with clients across industries and geographies, we see human capital risk management continuing to be a hot topic that will further evolve, given the changes in economic and regulatory environment, and technology innovation.”

*ALM Intelligence, formerly Kennedy Consulting Research & Advisory.



Notes

1. For more information about how PwC helps its clients with performance management visit www.pwc.com/people
2. To find out more about how PwC has been evaluated by leading business, technology and industry analysts visit pwc.com/analystviews
3. At PwC, our purpose is to build trust in society and solve important problems. We're a network of firms in 157 countries with more than 208,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com.

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