

Innovate human capital and be future-ready in the new economy

Harness the transformative power of HCDT and rise above the national benchmark for workforce and business growth.

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ABOUT HCDT

What is it?

HCDT offers easy insights into your company's health with a simple yet comprehensive human capital assessment. Designed for companies of all sizes, it considers your unique business priorities and outlines an actionable road map to workforce and business success.



HCDT for Organisations 



HCDT for HR Consultants 

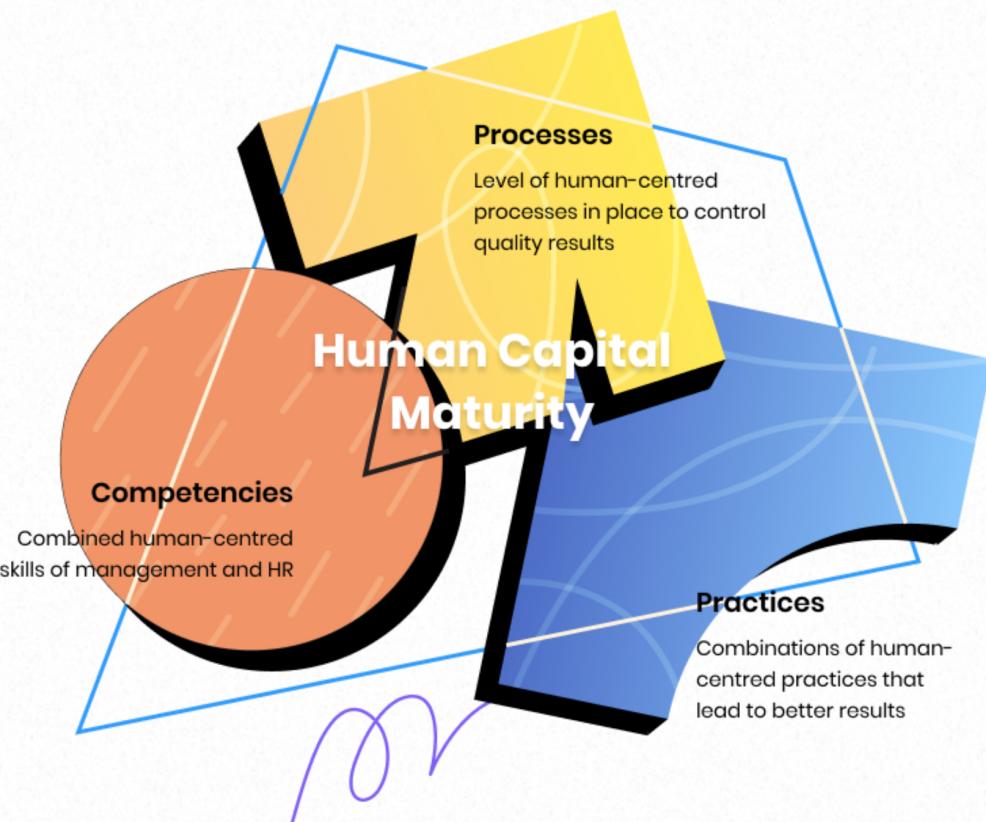
“COVID-19 has not slowed down what we need to do. In fact, it has accelerated what we need to do, which is having to take a leadership role in terms of business and sector transformation.”

Poon Hong Yuen
Deputy Secretary for Workforce
Ministry of Manpower

HCDT FRAMEWORK

How will I be assessed?

HCDT uses an evidence and perception-based approach to measure your human capital maturity level through three perspectives – processes, competencies, and practices.



Across these **11** key process areas

As needs differ from business to business, HCDT identifies the areas that require immediate attention and prioritises resources.

- Talent Attraction
- Learning & Development
- Talent Management & Succession Planning
- HR Operations & Technology
- Performance Management
- Organisation Culture
- Strategic Workforce Planning
- Compensation & Benefits
- Employee Engagement & Communication
- Employee Value Proposition
- Internationalisation

Using a 4-stage maturity model

Each key process area is assessed on a 4-stage maturity model. At each successive level of maturity, the HR function improves its functional efficiencies, talent management capabilities, organisational capabilities, and business impact. At stage four, a company can harness the full

organisational capabilities, and business impact. At stage four, a company can harness the full transformative power of human capital to capitalise on the new economy.



4

Progressive

Processes are geared for performance and transformation. Talent management and succession planning are in place and aligned to the business strategy and culture.

3

Developing

A standard for engagement and development is established, strengthening employer brand identity. External benchmarking is employed.

2

Basic

Key processes are standardised and full compliance is achieved. Company allocates resources to improve people capability and enhances clarity of employer brand.

1

Rudimentary

Human capital growth is hindered by inconsistent HR processes, discretionary rewards, and legal mandates.

HCDT PROCESS

How it works

Led by a qualified assessor, the HCDT process begins with an assessment session with the management and HR team, followed by an online survey for employees. This takes 2–3 weeks. The result is an organisation report detailing the calculated human capital maturity level for processes and practices.

1

Assessment



Evidence-based

IHRP assessor leads a strategic discussion with the CEO (1 hour) and process review with the HR Manager (2 hours).

2

Diagnosis



IHRP assessor pinpoints strengths and opportunities to prioritise for companies to achieve workforce and business goals.

3

Feedback



IHRP assessor shares report findings along with a ready-to-implement action plan to drive change (1 hour).

Perception Survey

An employee online survey is administered to gather employee sentiment on current human capital practices (2 weeks).

What will the report reveal?



Strengths and opportunities to prioritise to achieve workforce and business goals.



Industry benchmarking of HR functions and a road map for productivity and revenue growth.



Steps to achieve innovation and transformation support, creating new markets and increasing sales.



Critical success factors for leadership and management development.

2 ways to benefit from HCDT



HCDT Professional deep dives into a company's human capital maturity and HR functions. Led by a qualified IHRP assessor, it generates comprehensive human capital recommendations tailored to their strategic priorities.

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This free and simple-to-use tool offers a quick assessment of the human capital health of companies embarking on their transformation journey. It provides a streamlined report on the 11 key process areas. All in 30 minutes.

[Start Assessment](#)





I am an organisation

Take actionable steps to stay ahead in today's economic climate.
Learn how HCDT can help you prioritise resources to unlock your human capital potential today.

[Learn More](#)



I am an HR Consultant

Build credibility with clients by helping them make informed human capital decisions. Enjoy business referrals from IHRP along with other resources.

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