

## **About Solvecube's products and toolkits**

### *Why?*

Organizations start and run with people. So, we aim to structure People practices appropriately, so that companies gain value and business leaders achieve their business goals taking people with them.

### *How we do it:*

#### **1. Diagnostic tools**

Solvecube's Web enabled tools assess the impact that the capability; effectiveness; and maturity of people practices of a company have on growth and the achievement of its business goals

### *What they do:*

Tools characterized by:

1. HCM expertise and experience
2. Appropriate Technology for:
  - a. Speed
  - b. Scale
  - c. Ease of use
3. Prioritizing for business impact
4. Standardization
5. Objectivity
6. Cost efficiency

Tools provide answers to:

1. The current people practice capability and its ability to respond to present and future business growth needs
2. How to ensure that most important "People capability" needs are achieved effectively and efficiently.
3. The "Capability Continuum" – Transaction, Value add, or Strategic - that the current HR function is at, vis a vis the business needs.
4. What, how, and where to invest in People practices to deliver sustainable business results.
5. The People Strategy needed to succeed in an increasingly complex and competitive business and talent landscape
6. How to organize the HR function to deliver maximum value

**Solvecube has 2 proprietary tools built on the foundation of its copyrighted Pentagon Model**



Features:

- Deep dive assessment of the **I**mpact that the **C**apability; **E**ffectiveness; and maturity of people practices of a company have on business growth and goal achievement
- Built on the 5 dimensions of Human Capital Management and its 20 components
- Assesses 165 people practice capability and effectiveness themes at three levels of maturity
- Instant reports by business and aggregate report for the company.
- People practices benchmarked against peers in the industry and stage of growth
- From assessment to action planning in 3 hours
- Pay and instantly access by dimension or component

Delivers:

1. Implication for business: The placement of different components of people practice areas in terms of Capability, Effectiveness and its Importance to Business.
2. Holistic High level view : 5 People practice Dimension wise capability vs effectiveness assessment
3. Aligned or misaligned: Reports the performance gap between Capability and Effectiveness for each component organized in the order of Importance to the business
4. From diagnosis to action: prioritized business action view highlighting strengths, relative strengths, development areas with analysis of what contributes to strengths and development areas
5. Action score card: Diagnoses decoded to help prioritize action to enhance capability & effectiveness of people practices



Features:

- Quick and easy **P**eople **P**ractice **P**ulse
- Built on the 5 dimensions of Human Capital Management and its 20 components
- Assessment by index of 31 people practice maturity statements
- Instant report by business
- People practices benchmarked against peers in the industry and stage of growth
- From assessment to action planning in 12 minutes
- Pay and instantly access

Delivers:

1. Maturity scores for people practice areas completed
2. People practice Strengths & Development areas
3. Detailed report on each of the practice area indicated by you as
4. most important for your business

5. Market intelligence on important practices by growth stage, country, sector, wherever applicable

## 1. Toolkit



### *Why we do it*

To simplify HR policy generation so that a company benefits from engaging and interacting with their people in a manner that is productive, consistent, fair and transparent.

### *How we do it*

Templatizing HR policies, and its related forms and formats.

#### Features:

- Standardized HR policy frameworks
- Compliant with employment laws
- Customizable by country to address particular industry needs, organization philosophy and special people practices,

#### Delivers:

1. 20 customizable policy frameworks
2. 97 policy related forms and formats
3. Policies relevant to 3 countries
4. Pay and download facility