

KnowledgeAdvisors Releases Performance Optimization Framework Using Six Sigma to Measure Human Capital Effectiveness

CHICAGO, Ill., Oct. 26 (SEND2PRESS NEWSWIRE) – KnowledgeAdvisors, the world’s largest provider of learning and talent measurement solutions, today announced it has released a methodology and toolset to measure human capital effectiveness known as the Performance Optimization Framework. The Performance Optimization Framework is grounded in Six Sigma and is designed to help organizations improve the effectiveness of their talent development process. The central outcome of the Framework is to identify and minimize poor quality hires, ineffective training, unqualified personnel, ineffective leaders, disengaged employees, and under performing workforces resulting in improved financial performance.

By providing measurement expertise, on-demand technology, and outsourced services, KnowledgeAdvisors collaborates with clients to define, measure, analyze, improve and control the talent management function. Effective implementation of this Framework results in higher sales, better customer service, a more productive workforce, improved profit margins and stronger leaders.

“Six Sigma has traditionally been applied to efficiencies in HR like time to hire for an open position, but we’re looking at it from an effectiveness perspective such as reducing poor quality of hires. That’s significantly more valuable to measure to a CEO,” commented Kent Barnett, CEO of KnowledgeAdvisors.

“One can’t underestimate the power of tools like these to the human resources arena,” stated Dr. Jac Fitz-Enz, KnowledgeAdvisors Board member, CEO of Human Capital Source, and a pioneer in human capital research and analytics. “Tools that define, measure and quantify defects in HR will allow HR professionals to make significant leaps in creating and sustaining high performing workforces.”

The Performance Optimization Framework tools measure the existence and intensity of performance defects in human capital processes including recruiting, learning, talent, leadership, engagement and performance management. These defects, once quantified, are then prioritized for improvement and controlled for sustainable change.

“KnowledgeAdvisors is taking a leadership position in helping HR leaders run their function like a business. The act of quantifying errors and optimizing processes should be a natural part of any line function and will add much needed rigor and discipline to HR,” commented David Vance, former CLO of Caterpillar and a CLO of the Year award winner.

“We’re excited to be on the leading edge of making significant performance

gains to talent management processes,” commented Barnett.

For a complimentary copy of a white paper on the Performance Optimization Framework please click here:

knowledgeadvisors.com/media-research/white-papers/performance-optimization-framework-value-proposition/.

About KnowledgeAdvisors:

KnowledgeAdvisors is the world’s largest provider of learning and talent measurement solutions. Leading organizations access its measurement expertise and on-demand software to ensure a high-performing workforce. As the leader in Human Capital Analytics, KnowledgeAdvisors provides the most comprehensive analytics solutions on the market. By combining measurement expertise, on-demand evaluation software, and integrated analytics solutions with benchmarking, organizations gain the necessary insights on how to best develop their workforce.

For more about KnowledgeAdvisors, visit: www.knowledgeadvisors.com.

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