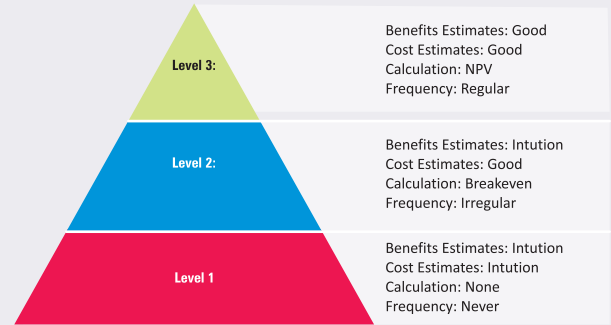


# Developing HR Business Case by using Financial Payback Frameworks

(23 Feb 2018, Management House Lahore)

## HR Measurement Levels



## Introduction

Managers use financial tools like Net Present Value, Internal Rate of Return and Return on Investment to determine payback of investment in plant, inventory, building and raw material. When it comes to investment in workforce, generally no such tool is used and the investment decisions are based on subjective gut and intuitive feelings. Global research on 800 companies reveals that companies using financial payback tools like NPV, IRR and ROI for human capital investment have workforce productivity rate double than industry average.

## Objective

To facilitate HR leaders in quantifying the potential cost as well as FINANCIAL PAYBACK of HR investments and present their business case in the monetary language that all can understand.

## Benefits

- Quantify HR department financial contribution to the overall bottom line, through solid, factual, and verifiable data and justify toughest business decisions with easy-to-use framework.
- Achieve organizational objectives and pave way for enhanced personal and professional growth.

## Cost

- SHRM Members: PKR 18,000
  - Non-Members: PKR 24,000
- We also facilitate In-House sessions

## Recommended For

This program is recommended for CHROs and CFOs

## Contents

- Developing a structure and context for HR business case.
- HR solutions and their SWOT analysis to determine best fit to organization strategy.
- Statement of goals, opportunities, inherent risks and action plans.
- Measuring cash inflow and outflow
- Financial analysis by using NPV and IRR.
- Recommendations and expected results
- Project description and implementation timeline.
- Writing Executive Summary of business case.



Facilitator  
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SHRM-SCP, SPHRI, GPHR

CEO HR Metrics, founder President SHRM Forum and Chairman Pak HR Standards Committee. Only HR leader from South Asia, who became member of ISO Geneva global HR Standards Development Committee comprising of USA, UK, France, Germany, Sweden, Switzerland, Austria, Norway, Netherlands, Portugal, Pakistan. Led Pakistan in ISO global meetings and SHRM conference in various parts of world including Washington, Texas, Las Vegas, Orlando, London, Melbourne, Rotterdam, Paris, Singapore, Beijing, Dubai, Bali. Currently global Convenor/Chair of ISO "HR Metrics Standard". Member Board of Directors "Centre for Global Inclusion" USA. Served as Member Special Expertise Panel, Human Capital Measurement Metrics SHRM USA. An internationally acclaimed thinker, writer and speaker in national and international conferences. His analytical HR papers and expert talks have been featured by international media including World Bank Washington, CNBC, Dawn and Business Recorder.

For registration