

**FOR IMMEDIATE RELEASE**

September 5, 2012

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## **Business Performance P/L Announces New Workforce Segmentation and Reporting Product**

*Business consulting company Business Performance P/L this week announced the release of a comprehensive new software pack designed to assist organizations maximize the value of their human capital.*

September 5, 2012, Melbourne, Australia –



Melbourne, Australia, September 5, 2012 – With human capital costs accounting for between 30% and 80% of the total costs of a business, the people factor is the single largest driver of business success. However, according to surveys of CEOs, it is one of the least effectively managed corporate functions. Couple this with the continuing scramble for talent and skills, and the need for organizations to do more with less and maximize their flexibility. It is in this challenging environment that Business Performance P/L release their new workforce segmentation and reporting package.

The package author, Colin Beames, explains why this pack sets a new benchmark for human capital management. "Employees now come in all shapes and sizes, with the workforce being more diverse and mobile. With greater complexity comes the need for a more sophisticated approach to people management. Most organizations segment their workforce by job or organizational level. These kinds of limited approaches are primarily concerned with compensation and internal equity and not value creation, business strategy and outcomes."

The new Workforce Segmentation and Reporting Pack released this week utilizes a powerful Skills' Based Workforce Segmentation Model that identifies the importance of various roles to the business, including critical roles. Human resource professionals can then tailor their recruitment (including EVPs), development, engagement and performance management policies to different segments of their workforce. They can also use this model to report on all phases of the employment life-cycle; acquire, engage, develop and retain. Organizations can thus build a comprehensive measurement framework for reporting human capital that provides deep insights into their workforce and the necessary workforce intelligence for more informed people decision-making.

The Pack is complemented with an exclusive outsourcing guide that helps managers maximize their return from outsourcing activities. There has been a significant shift towards outsourcing in recent years. This guide provides a framework for analyzing the economic and strategic benefits of outsourcing. In addition, purchasers can use the included 13 checklists and reusable reporting templates for collecting critical workforce data.

Managing Director, Leslie Allan, added, "What I find most useful about this pack is that it is three high-value resources in one. It includes a comprehensive workforce segmentation and reporting guide, a practical outsourcing guide and an array of customizable measurement and reporting templates. This is an all-in-one solution to getting the most value from your workforce."

The workforce segmentation and outsourcing guides are supplied as Adobe Acrobat PDF files, which are readable on almost any computer. The Adobe Acrobat Reader is available as a free download from the Adobe website. The reporting templates are supplied as Microsoft Word-based templates and can be used on any Microsoft Windows-based PC with Microsoft Word 2002 or later installed.

For those wanting to review the Pack before purchase, Business Performance P/L has made available the introductory chapters as a free download. The Pack's author is also available to help organizations segment and analyze their workforce.

The complete Workforce Segmentation and Reporting Pack and the free introductory chapters are available for download from the Business Performance P/L website at [www.BusinessPerform.com/workforce-segmentation](http://www.BusinessPerform.com/workforce-segmentation)

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#### **ABOUT COLIN BEAMES:**

Colin Beames is a leading human capital, workforce trends, engagement and retention specialist. He has consulted to a broad spectrum of industry sectors, including both public and private organizations. Colin has worked with a number of organizations to assist them in adopting a more strategic approach to managing their workforce and developing their Human Capital Strategic Plans.

He is a registered psychologist and holds a masters degree in Business Administration from the University of New England, an honors degree in Arts from the University of Queensland and an honors degree in Engineering from Monash University. Colin is also a prolific author, having developed and commercialized a number of human resources tools and resources. He is best known for his book entitled *Transforming Organisational Human Capital: Emerging Stronger from the GFC and Beyond*.

#### **ABOUT BUSINESS PERFORMANCE PTY LTD:**

Established in 2003, Business Performance Pty Ltd provides business and management consulting services globally in a range of business areas. From its website, the company also proudly supplies a wide selection of business and management software products designed to make managing organizations easier and more effective. Products featured include tools, templates and guides in the areas of training and employee development, project management, organizational change and career planning. All products can be purchased and downloaded easily from anywhere in the world from the Business Performance Pty Ltd website at [www.BusinessPerform.com](http://www.BusinessPerform.com)

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