



Human Capital Consulting

Business led, people driven

Business challenges are overcome by their people: from globalization to digital to regulation to innovation, organizations depend on their people to deliver business results. Deloitte's Human Capital services leverage research, analytics, and industry insights to help design and execute HR, talent, leadership, organization, rewards and change programs that enable business performance through people performance.

Our services



Organization Transformation & Talent

Digital and emerging technologies, changing market conditions, and regulatory pressures are common external forces that drive business transformation. Internally, new leadership and growth or consolidation strategies often spark transformation. No matter what the driver, the same challenges typically apply: how to align your organization design, talent, leadership and culture with your business strategy make the transformation vision a reality, and then sustain it over time.

Deloitte's team combines deep transformation experience with practical business acumen. Our organization and people solutions incorporate an array of innovative tools and resources, powered by analytics, to enable sustainable change.



HR Transformation

In recent years, new technologies and innovations have helped HR departments strengthen their internal operations, cut costs and enhance efficiency. Yet, in today's competitive market, this is no longer enough. To drive lasting value, HR leaders now need the ability to improve workforce performance across the entire enterprise.

As HR leaders grapple with this new strategic role, they must rethink their roles and capabilities. Deloitte's HR transformation team can help. In addition to working with you to renew your HR strategy, we can help you foster the capabilities you need to improve HR service delivery, strengthen internal operations and processes, adopt appropriate technologies and outsource selected low-value activities.

Organization Transformation & Talent

- Strategic Change
- Culture
- Leadership Services
- Organization Design
- Talent Strategies
- Learning Solutions
- Executive Recruitment/Certifying Interviewers
- Performance Experience/Coaching + Feedback
- Compensation Reviews and Pay Policy Guide Development
- Job Evaluation
- Mergers, Acquisitions, and Restructuring

HR Transformation

- HR Strategy & Employee Experience
- Business Chemistry Training
- HR Operational Excellence
- Rewards & Recognition
- Onboarding
- Cultural Diversity & Inclusion
- Workforce Planning & Analytics
- HR Products & Innovation

Our global practice

Deloitte ranked **#1** in Global Consulting for 6th consecutive year¹



As the world's largest management consulting business, Deloitte is distinct in its ability to help clients solve their most complex problems, from strategy to implementation.



Our Global Human Capital Consulting practice is comprised of **11,800** professionals with deep expertise in **26** industry segments.

Key contacts



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Market recognition

Human Capital Consulting

- Undisputed global leader in Business Transformation²
- Undisputed global leader in Employee Experience³
- Global leader in Human Capital Risk Management⁴

Organization Transformation & Talent

- Global leader in Workforce Management⁵
- Global leader in Communications and Change Management⁶
- Global leader in Talent & Workforce Consulting⁷
- Global leader in Performance Management⁸

HR Transformation

- Global leader in HR Operations Consulting⁹
- Undisputed leader in Digital HR Transformation¹⁰
- Best in class in Health and Wellness Benefits Consulting¹¹
- A global leader in Compensation Consulting¹²

Sources: 1. Gartner, Market Share Analysis: Consulting Services Worldwide, 2017, Chrissy Healey, Dean Blackmore, Brendan Williams, Patrick J. Sullivan, 19 June 2018; 2. Forrester Research, Forrester Wave™: Business Transformation Consulting, Q3 2017, Marc Cecere, September 27, 2017; 3. ALM Intelligence; Employee Experience Consulting 2017; ALM Intelligence estimates © 2017 ALM Media Properties, LLC. Reproduced under license; 4. ALM Intelligence; Human Capital Risk Management Consulting 2016; ALM Intelligence estimates © 2016 ALM Media Properties, LLC. Reproduced under license; 5. ALM Intelligence; Workforce Management Consulting 2018; ALM Intelligence estimates © 2018 ALM Media Properties, LLC. Reproduced under license; 6. ALM Intelligence; Communications and Change Management Consulting 2018; ALM Intelligence estimates © 2018 ALM Media Properties, LLC. Reproduced under license; 7. ALM Intelligence; Talent and Workforce Consulting 2017; ALM Intelligence estimates © 2017 ALM Media Properties, LLC. Reproduced under license; 8. ALM Intelligence; Performance Management Consulting 2016; ALM Intelligence estimates © 2016 ALM Media Properties, LLC. Reproduced under license; 9. ALM Intelligence; HR Operations Consulting 2018; ALM Intelligence estimates © 2018 ALM Media Properties, LLC. Reproduced under license; 10. ALM Intelligence; Digital HR Transformation Consulting 2017; ALM Intelligence estimates © 2017 ALM Media Properties, LLC. Reproduced under license; 11. ALM Intelligence; Health and Wellness 2018; ALM Intelligence estimates © 2018 ALM Media Properties, LLC. Reproduced under license; 12. ALM Intelligence; Compensation Consulting 2018; ALM Intelligence estimates © 2018 ALM Media Properties, LLC. Reproduced under license.

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