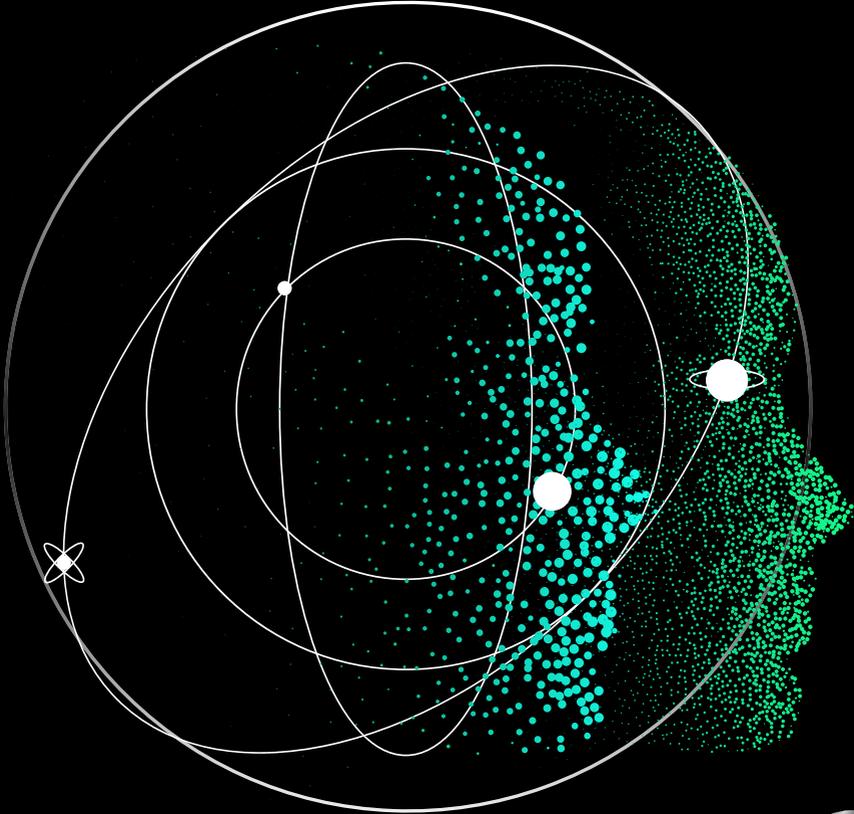


Deloitte.

HR Maturity Assessment

Align your strongest
asset to business
strategy

Deloitte Malta



**MAKING AN
IMPACT THAT
MATTERS**
since 1845

HR Maturity Assessment

Improve your business, human resources, and financial outcomes by discovering areas of strength, identifying opportunities for growth, and assessing your current state.



The HR maturity assessment helps organisations evaluate their current capabilities and identify the next set of practices to move up the maturity curve in their HR function. Results from the

assessment will help organisations to improve the HR function's impact on business value by comparing its aspiration, strategies, and capabilities to those which are of greatest leverage according to Deloitte research.

Our HR Assessment service will help companies assess their current and future states across core HR measurement areas, namely:



Employee engagement, recognition and retention



Recruitment



Learning and development



Performance management and succession planning



HR enabling technology



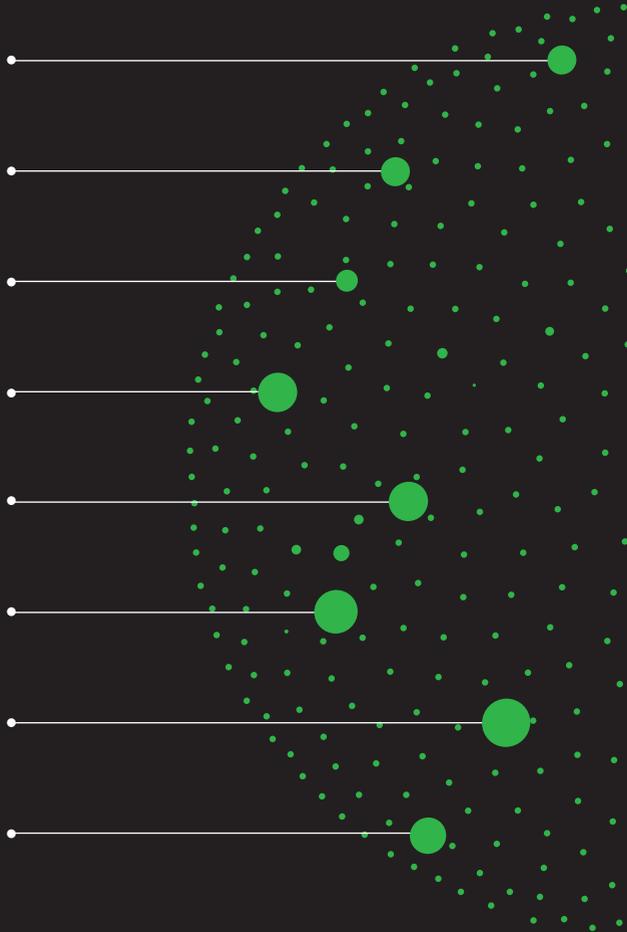
Compensation and benefits



Workforce



HR function and roles





We measure your maturity level using a scale ranging from developing to market leading:



HR Maturity Assessment

We also provide clients with employee feedback regarding the organisation's HR capabilities and processes. We collect the feedback in our HR Maturity Assessment – Employee Survey and present the findings in a report.

Clients have the choice to opt for C-Suite level interviews and a prioritisation workshop where we help management to plan and prioritise their future HR initiatives.

Our HR Maturity Assessment has three tiers – Standard, Premium and Enterprise.

 Standard	 Premium	 Enterprise
<ul style="list-style-type: none">• HR Assessment survey (HR and employee)• Report and recommendations	<ul style="list-style-type: none">• HR Assessment survey (HR and employee)• C-Suite level online survey• Report and recommendations	<ul style="list-style-type: none">• HR Assessment survey (HR and employee)• C-Suite level interviews• Prioritisation workshop• Report and recommendations

Why participate?

Organisations with high levels of HR maturity are more likely to become an employer of choice with high levels of employee engagement, thus improving efficiency and innovation which will lead to better business outcomes.

Through the HR Assessment, we will help you:

- Assess the current state of your organisation.
- Identify key areas of success and improvement.
- Refine your aspirations for HR's purpose, its value and its desired relationship to the wider organisation.
- Plan and prioritise your future HR initiatives.

What you receive

Output

A personalised report containing your assessment results, identified key risks, targeted suggestions for improvement and a recommended way forward.

Advisory

A tailored debrief with an experienced specialist who will bring the report to life by sparking ideation and setting the stage for future action.

Insight

Additional recommended research and other assets, intentionally curated to help you go deeper into identified opportunities for growth.

What to expect

Depending on which tier you choose, our experts will work closely with your team to conduct surveys, interviews and workshops with stakeholders both inside and outside of the HR function. The results will serve as the basis for the report which will be presented in a measurable and action-driven format.



Why Deloitte?

We translate global trends into local best practices. Deloitte's Human Capital services leverage research, analytics, and industry insights to help design and execute programs from business-driven HR to innovative talent, leadership, and change programs.

We will help you unlock valuable performance drivers and accelerate your organisation's potential through:

- Working collaboratively with your organisation, offering solutions by bringing a multi-dimensional perspective, building global reach, and providing a deep understanding of your business, market realities, and corporate culture.
- Practical evidence-based solutions, formulated on best practices adopted by international organisations and tailored to your business' culture and priorities.
- Using tried and tested, internationally recognised methodologies and tools.

We bring you the benefit of a global firm with a personal touch.

Start the conversation

Get in touch to learn more on how an HR Maturity Assessment could benefit your organisation:



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