

Frank's Abstract of Presentation

Frank J. DiBernardino

Managing Principal

Vienna Human Capital Advisors

In the financial capital world there are robust measures, such as return on equity, return on assets, return on invested capital and economic value added, which inform the CEO and board how well their financial capital is performing.

Is it possible for the HR folks and the financial folks to talk the same language about the financial performance of the company's human capital investments? Having HR and Finance on the same page by applying financial measurement concepts to the money companies spend on human capital can go a long way in breaking down some of the historical barriers that have existed between these vital functions.

This session will review an approach to analyzing the ROI and Productivity of the money that companies spend on human capital that was developed with and vetted by Wharton MBAs, GE pedigree CFOs, private equity executives and investment bankers. Being able to credibly measure the financial performance of the human capital investment, and comparing results over time, across business units and against peers can help CFOs and CHROs find consensus on the HR investment strategies that will drive continuous improvement in business performance and shareholder value.