

Human Capital Associates

Human Capital Associates (HCA) has been helping businesses realize enterprise excellence for over a decade. At HCA, we guide organizations to become better, faster, and more cost effective using a proven, powerful combination of Lean and Six Sigma—lean6sigmaSM. It's how we do it that makes the difference. Our record speaks for itself—with documented client savings and revenue growth of over \$7.5 billion.

GlaxoSmithKline embarked on an Operational Excellence program to focus on Lean processes and Six Sigma capability with the purpose of delivering significant cost benefits.

The program has since evolved into a cultural change program to continue this approach and to institutionalize these tools and techniques.

The program was designed and supported by Human Capital Associates ...who remain advisors to GSK, there being significant regard for the capability and approach of this consulting organization.

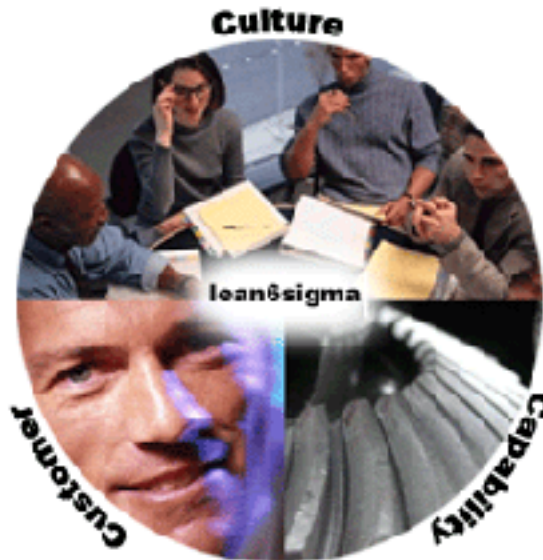
—President
Global Manufacturing & Supply
GlaxoSmithKline

WHAT IS LEAN6SIGMASM?

Neither Lean nor Six Sigma alone meet today's business challenges. Lean attacks complexity; Six Sigma attacks variation. Deployed simultaneously, Lean focuses your value stream, while Six Sigma reduces variation. Lean6sigmaSM is the customer-focused change strategy and method that integrates and deploys this synergy.

THE HCA DIFFERENCE

Front and center at Human Capital Associates is a passion and bias for action. HCA uses integrated methods and practices to take organizations from strategy to results. Our unique 3C approach pinpoints *customer* value, creates an enabling *culture*, and builds your organizational *capability* to accelerate business performance and achieve sustainable results.



Lean6sigma begins with understanding value as your *customer* defines it. By focusing on the external customer, we encourage the functional and operational alignment necessary to deliver your value proposition.

HCA builds your *capability* by sharing lean6sigma tools and processes to remove waste and variation, create consistency, and drive expediency throughout your organization. We train your team in leading-edge lean6Sigma methodology, and transfer our knowledge and experience to you through value stream baselines and hands-on improvement projects.

Culture is all about “how you do things,” and lean6sigma requires challenging the way we do things. Lean6sigma is organizational, cultural change. It must be the way you run your business. HCA helps to instill and foster the mindsets, leadership principles and behaviors, and communication necessary to effectively identify the things that must change and facilitate the adoption of change.



HUMAN CAPITAL ASSOCIATES

Realizing Enterprise Excellence

Realizing Enterprise Excellence

HCA provides a full spectrum of products and services designed to deliver enterprise excellence using lean6sigmaSM:



ALIGNMENT FOR EXCELLENCESM

Organizations often deploy major strategic concepts without fully aligning the organization. It is crucial for optimal success to invest the time, resources, and energy to fully engage the enterprise. The Alignment for ExcellenceSM process engages business leaders in strategic planning, change management, pinpointing customer value, and building strategic alliances. Organizations deploying alignment initiatives realize geometrically higher returns on their change investments.



VIRTUAL UNIVERSITYSM

Educating and aligning your organization on what lean6sigma is and how to use it is the very important first step in a successful deployment. HCA's Virtual UniversitySM brings customized, timely education in house for your team. Leveraging a blended learning approach, your leaders, black belts, green belts, and advocates can learn just-the-right content at just-the-right time in the just-the-right place. Our faculty members include the thought leaders, authors, business leaders and consultants who are the "go-to" experts in demand. With over 40,000 people trained in over 40 countries, we guarantee that the Virtual University will deliver. Coaching is also available to ensure ongoing leadership support and lasting results.



NEXTSTEP CONSULTINGSM

HCA offers NextStep ConsultingSM to put our expert consultants at your disposal as you implement enterprise excellence. Our consultants are proven assets who can help you baseline, plan and implement a project, or simply fix a process. They have years of experience – not only as consultants, but also as corporate executives in Fortune companies and the military. Let HCA's experience and knowledge help you deploy change initiatives and get results.

GET STARTED NOW

With creative, customized solutions, HCA is a dependable and proven choice to help your organization realize enterprise excellence. For more information on Human Capital Associates or to schedule a free Profile, contact us at 719.590.1171 or visit our website: www.hca-leadership.com.

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and alignment work
HCA has done with us
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respond to customers
and hit our numbers.*

*—Senior Vice President
Allied Signal*



Human Capital Associates

What People are Saying . . .

*Some HCA
Clients Include:*

Lockheed Martin

Raytheon

Sony

DSM

Merck-Medco

Allied Signal

GlaxoSmithKline

EXXON/Monsanto

Valeant Pharmaceuticals Intl

BP Amoco Chemicals

AES Corporation

Omnova

Department of Defense

Outstanding!

“Outstanding! The educational and alignment work HCA has done with us has had significant impact on our ability to respond to customers and hit our numbers.”

—Senior Vice President, Allied Signal

Collaborative!

“You and your associates have been key to the step change improvement our organization has made...the very valuable “learning” we experienced was truly a collaborative affair with HCA.”

—COO, Advanced Elastomer Systems

Effective!

“Executrain is a major player in the information technology service market which is undergoing continuous changes...Human Capital Associates was able to assess the situation and recommend effective solutions. We were able to implement these solutions in a matter of weeks!

—CFO, Executrain Enterprises

Phenomenal!

“Human Capital Associates...raised our level of knowledge so we can succeed in the future. Phenomenal work!”

—CEO, Peoples National Bank

Powerful!

“In over 20 years of business experience, the HCA process is one of the most powerful vehicles I have found to align the organization...it allows an organization to plan as a team about change the future.”

—VP, Allied Signal Aerospace

