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## **Business and People Excellence Model Foundations for Continual Improvement**

### **Summary**

Although the strategic value of people management is undisputed, the subject lacks coherent and holistic business models for reference. The BPE framework fills the gap pragmatically and maturity-based.



### **Article:**

One of your most valuable assets shall always be your people, whatever your business is. Specifically when your business success is dependent on the correct application of competencies, people management is a highly complex matter. For sure, people management cannot be molded into one and unique model. However, Demets&Heuskin has built its Business & People Excellence Model (BPEM) to provide you a basic and holistic support for giving sense to your every day's challenge.

Business & People Excellence Model (BPEM) provides guidance for organizing effectively HR management. The framework slides from quantitative processes to qualitative processes, over 3 process areas:

- Business-quantitative processes
- Competencies processes
- Culture & value processes

The business-quantitative process area controls the business drivers throughout HR management. These processes analyze the opportunity to run certain HR programs and policies and are the link with business talk.

The competencies process area are focused on identifying, finding, adapting and making productive competencies towards business process needs.

The culture & value process area will encompass on the image reflected by the company as an employer, the common values of staff members and the common behavioral framework. This area also covers the translation of values and culture into evaluations of performance and stimulators for improvement.

Each process area is linked and dependent on the others and are deployed vertically by strategic, tactical and operational processes. As a consequence, any independent and unlinked activity should be banned from people management because lacking justification and integration.

Finally, the framework pinpoints an organization wide process for measuring, evaluating and improving. This 'mantra' is critical for guaranteeing professionalism and result.

BPEM should be read and interpret as a framework, not a dogma. Its intention is to provide organizations with guidelines, with a reflection support and a didactic model for talking, discussing and creating ideas for improving HR and people management. Secondly, the

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framework allows maturity assessments, like MATURE™, of a HR organization or specific parts of it. BPE should certainly not be followed nor implemented, but it provides fundamental guidance for professionals with a pragmatic approach on excellence.

The combination of BPEM and MATURE™ (see specific documentation) provides HR organizations a flexible way to evaluate their maturity and result-reliability. Moreover, the interactive approach inherent to MATURE™ constitutes an improvement step on its own. Last but not least, the maturity approach provides step-by-step guidance for improvement, as opposed to dreamful blueprinting of situations you will never reach.

Feel free to contact us to have further information about our Business & People Excellence Model, MATURE™ assessment and benefits it can provide to your organization.

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