



Human Capital Risk Accounting Solution Factsheet

Challenge

- Management is a key determinant of success in venture-backed companies
- Lack of clarity into human capital risk poses difficulties in evaluating investment opportunities
- Decisions in building and restructuring management teams based on intuitive and imprecise criteria

Benefits

- Provides clear and precise analysis of human capital risks during due diligence
- Eases the ability for growth companies to restructure, rebuild, and adjust human capital needs
- Creates an organizational blueprint for assessing future needs during rapid growth

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Many factors determine the success or failure of growth companies. Venture capital and private equity firms have a wealth of information available to evaluate investment opportunities, including financial projections, market analyses and product demonstrations. While this provides a useful view into the risk and worthiness of an investment, it only provides a part of the overall picture.

Risk has many different facets whether fiscal, leadership, or market related. While financial risk has been well understood, the risk associated with the capabilities of management is less clear. The metrics and tools have not been readily available, and decisions around evaluating and augmenting management teams have often been left to intuition and “gut feel”.

Solution

WingSpread brings clarity to the question of human capital risk. Our solutions provide a clear, measurable and quantitative method for evaluating the talents of management teams.

WingSpread helps venture capital and private equity firms in two key areas of human capital management:

- Due diligence of potential investments, measuring the human capital risks of management teams
- Augmenting management teams through strategic recruitment and restructuring

WingSpread uses skills, defined as a specialized body of knowledge and the ability to apply that knowledge, as the foundational metric for the evaluation of people and organizations. Our “SaaS” web-based analytical technology gives venture capital and private equity firms insight into the strengths and weaknesses of management teams, enabling more informed decisions into addressing the skills gaps. The result is a definitive measurement that becomes the blueprint for effectively managing human capital risk and building successful companies.

Conclusion

An investment in a company is also an investment in the people tasked with successfully leading their companies to a profitable future. WingSpread helps reveal the human capital risks with a degree of precision that ensures venture capital and private equity firms are placing their investments in the right teams.

WingSpread addresses the fundamental equation governing Human Capital Optimization: “The work to be done must equal what workers can do.” Skills are the critical element in solving this equation as skills are measurable and quantitative. Developed from over 30 years of experience in the fields of executive recruiting and corporate strategy, WingSpread applies an innovative methodology and web-enabled “SaaS” analytics technology to help organizations to evaluate talent and take decisive action. Our solutions enable companies to overcome challenges from recruitment and workforce planning to corporate acquisitions and restructuring to achieve better returns on their investment in human capital.