

Member Success Story

Sparton Corporation Uses CEB Solutions

CEB HR Leadership Council™

For Midsized Companies

CEB Ignition™ Diagnostics assess HR's progress in critical activities and enable action planning to achieve the next level of business impact.



- Electronics and Defense
- 1,350 employees (2014)
- US\$365 M in sales (2014)

“We had too many things on our initial list and CEB Ignition™ Diagnostic for HR helped us prioritize the areas of highest importance, lowest maturity, and highest value to the company. This planning effort will inform how we resource these priorities over the next 24 months and lead to specific actions.”

Larry Brand
VP, Human Resources
Sparton Corporation

Client Challenge

Sparton reestablished its HR function in 2010 after a company turnaround, and since then the HR leadership team has been challenged to build from the ground-up an array of functional capabilities, including foundational and next-generation.

Five years later, the function has matured in several key areas, and the leadership team recognizes how its long-term strategic plan must focus not only on building capabilities but also on two other significant aspects: strengthening high-performance, high-leverage areas and closing performance gaps in high-priority areas.

Sparton's HR leadership team needed to understand what activities they excelled in compared to their peers and what activities they should target for further investment.

Solution

Sparton's HR leadership team launched CEB Ignition™ Diagnostic for HR to understand its maturity in 40 critical HR activities.

Diagnostic results validated the team's current strategy; revealed activities for future investment that the team had not previously considered; and fueled a productive discussion at the team's annual strategic planning conference.

Results

The diagnostic results enabled Sparton's HR leadership team to create a three-year strategy and resourcing plan that pinpoints the activities of high importance and low maturity, helping the organization avoid wasting resources on low-priority activities and accelerating the development of key functional capabilities.

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