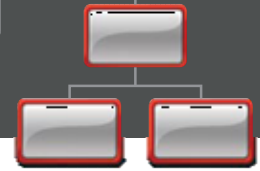


OrgPlus[®] Enterprise Blueprint

Organise. Visualise. Strategise.



Accelerate workforce change and reorganisation cycle time while improving decision making

- ▶ Create change options
- ▶ Collaborate with other team members
- ▶ Communicate across the organisation
- ▶ Submit for final approval

CHARTED OVER
15 MILLION
USERS WORLD-WIDE

▶ **OrgPlus Enterprise Blueprint provides the first end to end system for collaborating around transformational change. This collaborative workforce modelling application drastically reduces the time it takes to manage reorganisations and mergers. It enables companies to not only shape their organisation around current needs, but also build options for future structure. From departmental reorganisations to the restructuring of an entire company, OrgPlus Enterprise Blueprint provides a fast, flexible web-based system for making better workforce change decisions.**

Align the Organisation with Business Goals

One of the most critical aspects of organisational design is aligning the workforce to most effectively drive desired results. By visualising current and potential organisational structures, OrgPlus Enterprise Blueprint enables clearer understanding of an organisation's structural needs and rapid development of a structure that is fully optimised for market success.

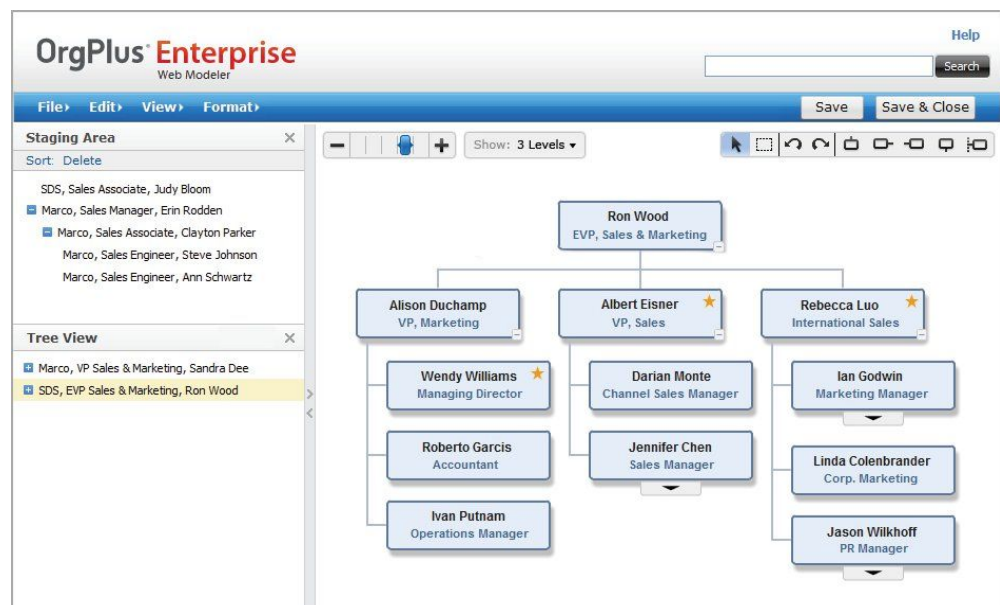
- ▶ Partner human resource teams with departmental managers to quickly and easily review and discuss proposed organisation changes regardless of level within the enterprise
- ▶ Disseminate information to authorised personnel, with security-level defined access to specific information. Managers

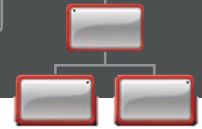
can suggest changes and see, firsthand, how the changes would impact structure as well as team performance.

Key Features and Benefits

OrgPlus Enterprise Blueprint is a Web 2.0 solution that empowers senior leadership, HR and finance executives and department managers to proactively model the impact of workforce change spurred by growth, reorganisations or company mergers. By creating, comparing and analysing multiple "what if" workforce scenarios, companies can accelerate organisational change, increase accuracy, and gain agreement from key parties during merger and acquisition negotiations.

- ▶ Create, collaborate, compare, and analyse multiple workforce scenarios using current employee data
- ▶ Create a temporary staging area for managing unassigned or mobile employees and business units
- ▶ Produce workforce change reports for actioning approved scenarios back to systems of record
- ▶ Monitor metrics in real time as they change dynamically during modelling





Adobe Flash Interface

OrgPlus Enterprise Blueprint features an Adobe Flash-based interface with intuitive drag-and-drop functionality. The interface takes advantage of 'server side' processing to vastly increase response rates and improve performance. Modellers working with large data sets experience rapid response times. With no software download, users can easily model scenarios from anywhere in the world.

Drag and Drop Navigation Instantly Reflects Changes

The organisation chart changes dynamically as modellers shift resources between departments or to the staging area, instantly reflecting not only the structural changes, but also the adjustments in corresponding metrics such as total headcount, budget, and span of control.

Configurable Security Rules

New scenarios are created based on the modeller's security level – providing access only to authorised information. With each new scenario, a copy of the source data set is created so the modellers can create 'what if' scenarios without impacting the HR system of record.

Maintain Conditional Formats

Individual and role based conditional formats change in real-time to reflect the status in the proposed structure. For example, if a modeller moves a subordinate under an individual contributor, the individual contributor's format will change to reflect his or her new role as manager. Likewise, if an employee is a top performer and that characteristic is noted visually in her record, the format will accompany her record to the new position.

Restructure Company Divisions and Departments in Seconds

A staging area alongside the modelling environment holds individuals or groups while the modeller decides where to put them. Easily shift an entire group from one division to another.

Simple Workflow to Review and Action Changes

Once a plan is complete, simple workflow enables a modeller to submit changes for approval, produce a change report, or populate forms. The change report can be used to action changes back to the system of record via a direct import or other appropriate method.

HUMANCONCEPTS™

Workforce Modelling and Intelligence

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Minimum System Requirements

Processor Requirements

- Server with processor speed of 2.4 gigahertz (GHz) or higher; dual processor, 3 GHz or higher recommended

Operating System Requirements

- Windows Server 2003 R2 Standard Edition
- IIS 6.0
- Microsoft .NET 2.0 framework

Minimum Memory Requirements

- 2 GB RAM

Minimum Hard Disk Requirements

- 3 GB of disk space

Environment

- Basic remote or on-site Professional Services engagement required for implementation
- Internet connection recommended for product activation
- CR-ROM or DVD Drive for installing from CD

Minimum Graphics Requirements

- 1024 x 768 resolution (1280 x 1024 recommended)