

Add Value to Client Engagements with **OrgPlus**

“Whenever we’re considering a reorganisation, we use OrgPlus. What used to take seven weeks, now takes just a week.”

Lawton Harper

Director
British Telecom

NorthgateArinso

Microsoft
CERTIFIED
Partner

ORACLE PARTNER

SAP

OrgPlus Enterprise provides visibility of information in HRIS and ERP systems, enabling increased focus on strategic issues.

OrgPlus Enterprise is a valuable addition to every strategic and system integration consultant’s toolkit. The workforce modelling and intelligence solution provides a way to visualise and analyse the critical information housed in enterprise systems. With OrgPlus Enterprise, advisors, managers and employees can act on information for communications, planning and strategic decision making.

- Seamlessly integrates with all major ERP and HRIS systems, providing visibility into the data stored in all of a company’s information systems.
- Extends a company’s investment in their ERP or HR system, making the data easy to digest and communicate across the organisation.
- Uncovers data integrity and data hierarchy issues, opening the door for high impact problem resolution and for longer term, strategic consulting opportunities.
- Provides modelling capabilities to quickly assess the impact of workforce change decisions.

Five Ways to Add Value to an Engagement with OrgPlus

- **Perform Data Validation Early in Implementation**
 - Visually identify and repair data errors, such as reporting relationships or inaccuracies
 - Increase value of system investment by ensuring accurate and reliable information
- **Access Integrated Information and Analytics**
 - Understand and act on employee information locked deep in systems
 - Deliver hierarchy information for workflows and processes
- **Analyse Current and Future Workforce Scenarios**
 - Monitor key business metrics and performance indicators before and during workforce change, reorganisation, or Business Process Reengineering
 - Optimise workforce structure to meet organisational objectives
- **Optimise and Accelerate Major Reorganisations**
 - Baseline workforce data and financials to prepare for reorganisation
 - Analyse key indicators for success such as span of control or skill sets
 - Communicate results to entire team
- **Model Human Capital Structure in Mergers and Acquisitions**
 - Create ‘what if’ scenarios at all levels to achieve best organisation design within budget, headcount constraints
 - Improve and accelerate decisions to minimise productivity loss

OrgPlus Enterprise is used by 400 of the Fortune 500 to manage workforce change. Our industry standard solution has more than half a million users charting more than 15 million employees worldwide. In addition, OrgPlus has been deployed in over 3,000 Oracle, PeopleSoft and SAP customers. Read more about how our customers are using OrgPlus to better understand their workforce, make informed decisions and take action.

Pitney Bowes

▶ Pitney Bowes

System: SAP, 46K employees

Challenge: Improve data reliability and viability

Pain: Business users could not access reliable headcount, employee information

OrgPlus Provided: ▶ Ability to display 90+ SAP data fields

- ▶ Sophisticated workforce metrics and analysis
- ▶ Hierarchical information

Results: Managers can now visually identify missing or inaccurate data and have it corrected. Users always have reliable information, true view of organisation and metrics.



▶ British Telecom

System: Peoplesoft, 120K employees

Challenge: Restructuring for cost reduction

Pain: Analysis and decision making process too long – restructure outdated before implementation to ERP system

OrgPlus Provided: ▶ Executive level modelling to establish target metrics

- ▶ Scenario planning to view effects of different cost reduction measures
- ▶ Reports to identify positions and provide staffing assistance for departments

Results: 1) Better decision making: OrgPlus showed the initial idea of removing a management layer would create greater inefficiencies. A more sophisticated model was used. 2) Speed of response reduced a 6-9 month restructuring exercise to 3 months.



▶ Merrill Lynch

System: Oracle, 54K Employees

Challenge: Understand critical positions and employees, plan for potential workforce change, succession planning

Pain: Limited visibility into succession plans and employee skill sets

OrgPlus Provided: ▶ Executive dashboard for workforce planning, succession planning, and organisational analytics

- ▶ Workforce analytics used to monitor risk and reveal opportunity
- ▶ Headcount reports and span of control information

Results: 1) Mitigate risk of key employee turnover. 2) Succession plans developed and successors identified.

HUMANCONCEPTS™

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