

Workforce modelling with OrgPlus takes the pain out of reorganisation activities and aids managers in validating and confirming employee data.

► How to Effectively Manage Your Next Reorganisation

Whether a typical quarterly reorganisation, or a major company restructuring, reorganisations have evolved from infrequent events to seemingly perpetual activities. The reorganisation process is often stressful, time consuming and taxing on productivity. Reorganisations, however, create an opportunity for human resources teams to partner with business units and actually make change a positive experience. How? By minimising the time spent 'in flux', effectively navigating regulatory and other considerations, optimising the workforce structure, making fact-based workforce change decisions, and communicating organisational structure as quickly as possible. By managing the reorganisation process in the most efficient way possible, HR, Finance and Executive management can minimise risk and ensure that the reorganisation has the intended outcome.

► Begin Planning Armed with the Right Information

The key to the planning process is knowing where you are coming from and where you are going. Is the reorganisation intended to decrease headcount? Align the organisation with corporate goals? Meet financial or marketing objectives?

The first step to a successful reorganisation is a baseline understanding of the current organisation, including reporting relationships and financial drivers. With a baseline view, HR, Finance and Executives can gauge the extent to which the changes will impact the organisation. They can also quickly identify problem areas, such as managers with too many direct reports or executives with light responsibilities.

► Model Organisational Structure

Once decision-makers have access to human capital structures and metrics, they can begin planning for organisational change. Previously the domain of whiteboards and sticky notes, technology can now be used to create scenarios, or models, of potential workforce options. Moving metrics provides modellers and decision-makers with the financial and business implications of each solution. Technology enables modellers to collaborate with business owners and quickly consider multiple options. The modelling capability enables informed, fact-based decisions.

With OrgPlus workforce modelling and intelligence software, HR management can quickly and visually evaluate proposed personnel changes as well as expose problems with current HR data and company structure. For example, OrgPlus gives access to

span of control data. By revealing the amount of resources under the control of each manager, span of control can be optimised during any reorganisation. This is a critical step, ensuring that managers are neither underutilised nor overburdened. With workforce modelling and visualisation, management is able to quickly evaluate the structure of various departments and business units to optimise spans and layers – adding value to critical HR data that is often overlooked during the planning process

► Make Decisions in Light of Financial Targets

In many organisations, the budget drives workforce planning. With an established staffing budget, HR must keep company structure aligned with departmental and company-wide objectives.

Using OrgPlus, management can instantly see the financial implications of each staffing change and drill down into compensation and benefits including bonuses, raises, and paid time off. The department and salary roll-up features enable HR to quickly evaluate department budgets and individual salary information to expose any problems.

► Identify Your Key Players

After structural decisions are made, reorganisations often falter because the planning team fails to consider important employee characteristics – tenure, skills, languages, diversity, key employees – in order to retain the optimal workforce mix.

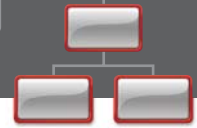
During any reorganisation, it is important to not only identify weaknesses within your organisation, but strengths as well. Recognising key performers and where they bring the most value to the organi-

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Reorganisation Solution

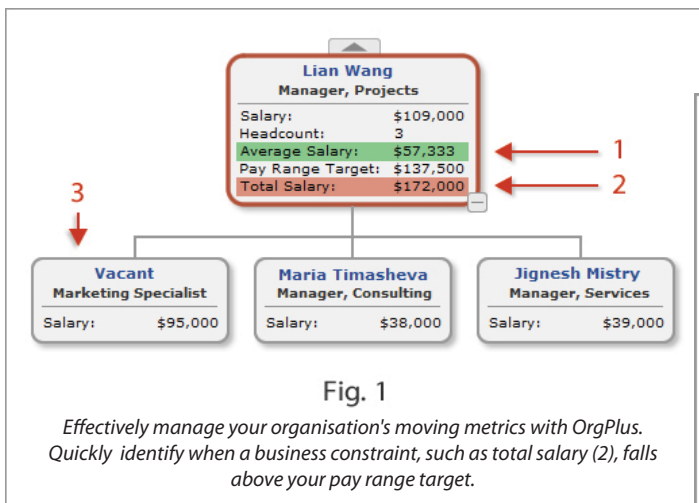


sation is critical. Employee information stored deep in ERP systems or other HCM applications can feed into OrgPlus to create a holistic picture of each employee. Conditional formatting can be used to indicate virtually any characteristic such as top performers, succession candidates, and employees with a variety of other specific skills.

➤ Ensure that You Maintain Compliance

With an increasing number of employee compliance issues such as Sarbanes-Oxley, SEC regulations, and health and safety regulations—it is imperative that organisational changes meet on-going regulatory mandates.

Compliance is another key objective during reorganisations. Companies must ensure that their workforce is compliant with Government regulations. OrgPlus is highly configurable and utilises metrics to run visual reports that pull from your company's HR system of record. These metrics can include any information deemed important such as gender ratios, age ratios, salary information, benefits data, and safety training such as identifying CPR-certified employees.



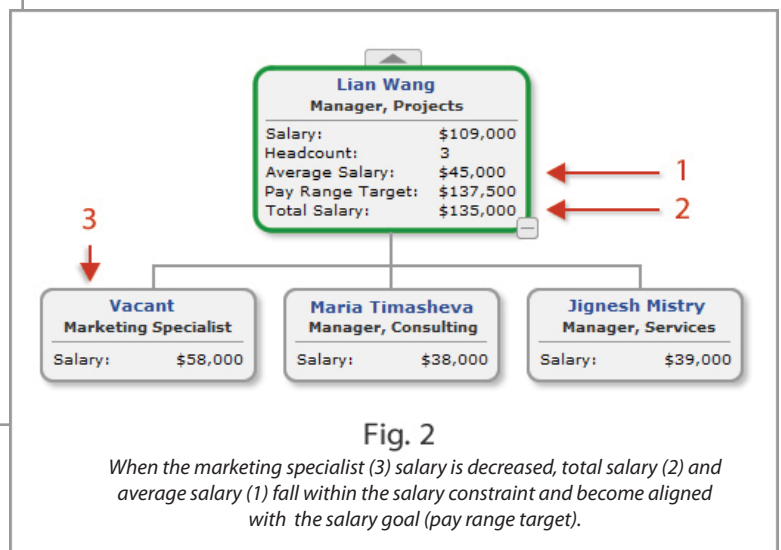
➤ Better Communication to Gain Better Understanding

The final, crucial step of a restructure is helping department managers and company executives understand the rationale behind organisational changes and communicate updates.

Departments and business units often function as individual entities, unsure of how their staffing decisions might impact the larger mission of the organisation. Particularly during a reorganisation, it is critical that managers are able to collaborate on proposed changes and share ideas about how to produce the most effective results. Using OrgPlus, HR can provide management with secure access to analyse proposed changes and how these changes will impact key business operations including budget, compliance, spans and layers, and performance management.

➤ See How Our Solutions Can Work for You

OrgPlus gives you the ability to not only harness your business' existing potential, but to also plan effectively for the future of your organisation. From departmental reorganisations to the restructuring of an entire company, we provide you the tools and resources you need to make the best workforce decisions possible. Our fast, flexible web-based system enables you to effectively manage workforce change with better planning, enhanced thought process, and proactive communication.



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