

HUMANCONCEPTS™

Workforce Modelling and Intelligence

Workforce Decision Support Solutions from HumanConcepts

HumanConcepts enables enterprises to better manage organisational change of all types, including growth, rightsizing and reorganisation. Using solutions from HumanConcepts, customers can achieve organisation agility, more easily understand how they are organised, plan for the future, and transition the workforce to its optimal state. Used by many of the world's largest organisations, HumanConcepts solutions provide immediate return on investment by enabling companies to reorganise faster, manage financial targets, stay in compliance, and reduce both cost and risk. The company's products are certified by leading ERP and talent vendors such as Oracle, SAP, PeopleSoft and Lawson.



- Understand Your Workforce
- Shape Your Future

OrgPlus®

HumanConcepts solutions offer unmatched versatility for a range of workforce challenges

Find

Visual Employee Directories

Locate employees, skills, and resources fast with simple searches and complex queries that would usually require a database programmer. Need to find all French-speaking HR generalists with more than three years experience? It's just a quick search away.



View

HR Data Visualisation

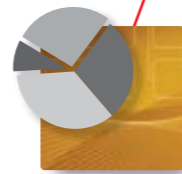
See information come to life with simple, inexpensive, enterprise-wide access to data in your HR or ERP systems. Presented in user-friendly org charts, information is instantly transformed so you can spend time acting on it instead of asking for it.



Understand

Workforce Metrics and Analytics

You can't control what you can't measure. Our innovative metrics and analytics tools deliver the insight you need to assess workforce performance today and predict what may become an issue tomorrow.

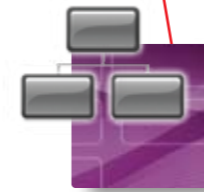


Plan

Workforce Planning

Optimise your current and future workforce structure with the power to model scenarios, test resource groupings, and plan for change.

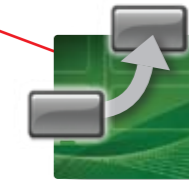
- Design: Create new organisations
- Reorganise: Modify and merge organisations
- Succeed: Plan for succession



Separate and Retain

Manage Employee Transitions

Take the guesswork and exposure out of employee separations and manage reductions in force in a transparent, compliant and consistent manner with Transition Manager. Visualise the big picture and manage the details quickly, to move forward as a stronger company poised for success.



Manage

Manage Organisational Hierarchies

Ensure that data reflects your current workforce structure, and quickly fix what doesn't, to ensure your reporting relationships are current and security and workflow are not compromised.

“OrgPlus exactly met our requirements, both for charting and for HR modelling, talent and succession planning. It gives us the flexibility to change things easily and offers excellent value for money. The transparency and visibility of the organisation that it gives us is fantastic.”

Sally Knill,
Global Reward Director,
PZ Cussons



HumanConcepts solutions are delivered on the OrgPlus Enterprise platform.

OrgPlus Enterprise is a complete, next-generation solution for optimising your workforce and planning proactively. It's fully web-based for easy and secure access anytime, anywhere. And it integrates seamlessly with Oracle, PeopleSoft, SAP, and other leading HCM and HR systems.

Rich, dynamic, shareable org charts

Watch boardroom-quality org charts take shape in seconds. Choose from pre-built templates or create your own. Import data from any source, choose the characteristics, metrics, and analytics you want to display, and share results instantly with your entire team.

Charts that are always up-to-date

OrgPlus Enterprise integrates seamlessly with any database, ERP, or HR system. Changes are automatically updated and reflected in your charts—so managers always view the very latest organisational structure and information.

A cutting-edge decision making tool

OrgPlus Enterprise comes complete with dynamic reporting and analysis capabilities—turning org charts into dashboards for monitoring performance, planning growth, and making better-informed decisions.

Powerful, collaborative workforce change modelling

Potential mergers, reorganisations, and other planning scenarios are easy to create, evaluate, and share: just use the drag-and-drop interface to reposition individuals or groups. Instantly see and discuss how the proposed changes would affect financials, headcounts, and other targets.

Built-in templates to support best practices

Drawing on the rich data underlying each chart, multiple views can be tailored for various departments and functions. A financial planning view might show salary and headcount. An HR view can focus on turnover rates, diversity ratios, and performance ratings.

Secure, role-based access for everyone

Your OrgPlus Enterprise org charts are fully protected with multiple levels of security. Role-based access lets you pre-define the info various staff members can view in any given chart, so each manager and employee sees exactly—and only—the information their job requires.

Plan Succession in days not months

Maintain momentum when employees leave or switch positions. With OrgPlus Succession, quickly evaluate successors, tag key positions, and create plans to cement continuity as employees shift.

Learn first-hand how HumanConcepts solutions can help you make faster, more informed workforce decisions. For more information or a demonstration, please call us on +44 (0) 1392 823023.

Or visit us at www.humanconcepts.co.uk



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