

OrgPlus® Success Story



► Hibernian Group

Hibernian Uses OrgPlus to Accomplish Cost Efficiencies, Merger Integration and Span of Control Project

Customer
Hibernian Group

Industry
Insurance

Employees
2,200

Solution Focus
Merger Integration,
Span of Control

OrgPlus Product
OrgPlus Professional

The Hibernian Group, which includes Hibernian General Insurance, Ltd. and Hibernian Life and Pensions, Ltd., is one of Ireland's largest and most successful organisations. Its services include general insurance, risk management, pensions, life assurance and personal finance.

The Hibernian Group serves more than one million customers and employs staff in excess of 2,200 people across Ireland with principal offices in Dublin, Cork and Galway.

In 2004, Hibernian undertook a major review program of costs, particularly labour costs. As part of this review Management needed a visual representation of the current organisational hierarchy and the ability to map the proposed hierarchy post implementation. Critical to the visual representation was the ability to populate the information through the Oracle HRMS hierarchy to each of the eight director areas and provide real time updates as required. With the hierarchy charted, Hibernian could then highlight large spans of control that needed to be corrected in order to reflect the proper manager to report ratio.

Recently, Hibernian has entered into a Joint Venture with AIB (Allied Irish Bank). As a result of the Joint Venture, Ark Life merged with Hibernian. The company was challenged with integrating Ark Life's lines of business and 250 new staff into the existing Hibernian business model. The company needed visualisation and scenario planning capabilities for managers to restructure existing teams and cost centres or build new ones. The merger was further complicated by a planned geographic move of 1,500 workers from five offices into the Dublin office.

Solution

Hibernian used OrgPlus to help with its cost efficiency review programme. OrgPlus was used by the human resource department to model the workforce according to the reduction specifications, giving a visual representation of what the new company hierarchies and chain of commands would look like.

When organizing the move to the new Headquarters, the Group Property & Procurement department was able to use OrgPlus organisation charts to communicate floor plans, to property engineers and move contractors where employees would fit into the floor plans in order to create optimal working environments.

OrgPlus also played an essential role in the company's Joint Venture with AIB. Organisational charts provided the visualisation and scenario planning ability managers needed to restructure and integrate new staff resources into existing or newly created teams.

Results

The use of OrgPlus organisational charts has aided the company greatly when it is making decisions based on visualising accurate, centralised workforce data.

By using OrgPlus, Hibernian has achieved significant time savings, improved its understanding of its organisational structure and spans of control.



Success Story

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About HumanConcepts

HumanConcepts provides industry-leading solutions for managing organisational change. With its OrgPlus technology charting millions of employees for companies worldwide, including 400 of the Fortune 500, HumanConcepts has defined best practices in organisational charting. OrgPlus integrates with HR systems such as SAP and PeopleSoft to automatically create, update and distribute organisational charts for workforce planning, organisational management and critical decision-making. In addition, OrgPlus seamlessly integrates with industry-leading applications such as Microsoft Office and Adobe Acrobat.

HumanConcepts is privately owned and based in California with offices in the United Kingdom and Germany and offers OrgPlus software and services worldwide. For more information please visit www.orgplus.co.uk.