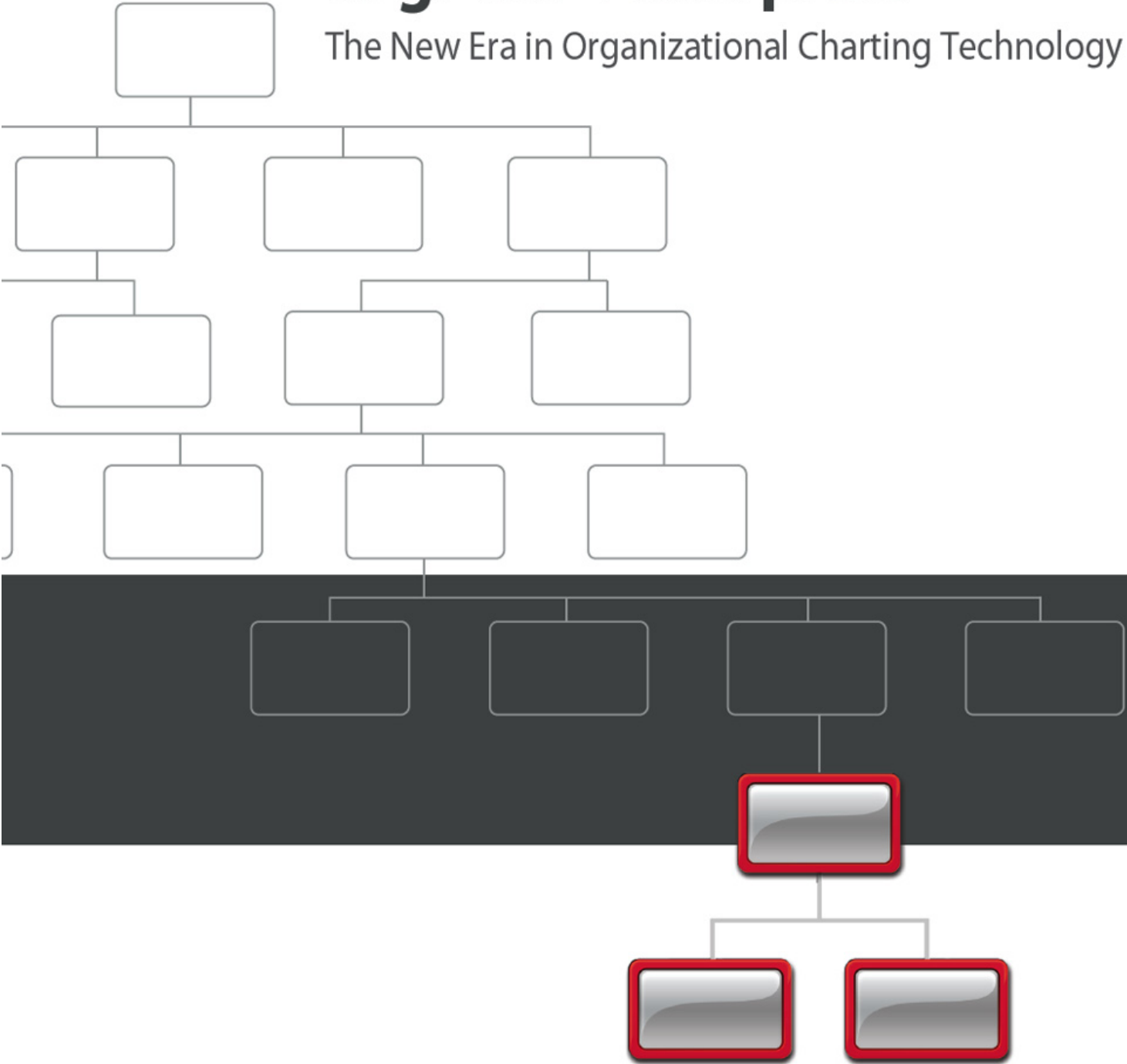


# OrgPlus® Enterprise

The New Era in Organizational Charting Technology



# The Business Challenge

**For your organization to be successful, you need to constantly align your people with your business goals.**

You need to understand and measure your key workforce metrics, and you should be able to react quickly to changing market conditions. Whether your organization is growing fast or needing to reorganize, it is essential to understand quickly how your people are deployed, and you need a system to plan and communicate when change is required.

# The OrgPlus Solution

## Intelligent Organizational Charting

OrgPlus Enterprise represents a new generation in charting technology. The intelligent organization chart combines the proven benefits of visualization with advanced technology that transforms conventional org charts into a powerful business system to proactively manage change.

### Unified Real-Time Data

OrgPlus Enterprise unifies HR data and presents a single comprehensive view of the workforce in a highly secure and intuitive environment.

#### Fast Chart Creation

Data can be merged from disparate sources and automatically populated into a centralized web-based chart. Changes made to employee information in the source HR system, such as SAP, PeopleSoft or Oracle, are reflected in real-time so charts are never out-of-date again.

#### Data Validation

Common data integrity issues become instantly apparent when viewed within an organization chart. Problems such as incorrect reporting relationships, employees no longer with the organization, or incorrect titles can be easily repaired.

#### Robust Security

OrgPlus Enterprise supports the pre-defined security from an HR system, and role-based or individual security levels from OrgPlus Enterprise can also be applied.

### Integrated Analytics

Beyond basic charting, OrgPlus Enterprise offers a visual, real-time dashboard of key HR metrics. Unlike spreadsheets, organization charts are optimized for hierarchical data making them more accessible and easier to understand.

#### Accessible Metrics

Metric views can be made available directly from OrgPlus Enterprise. This convenient but secure access to metrics allows key personnel to proactively monitor risk or identify opportunities within the workforce.

#### Highly Cost-Effective

OrgPlus Enterprise provides many of the reporting capabilities found with large-scale business intelligence solutions—but at a fraction of the time and cost to implement.

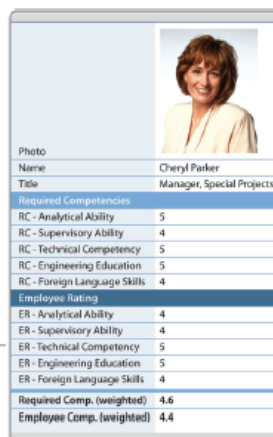



Photo	
Name	Cheryl Parker
Title	Manager, Special Projects
<b>Required Competencies</b>	
RC - Analytical Ability	5
RC - Supervisory Ability	4
RC - Technical Competency	5
RC - Engineering Education	5
RC - Foreign Language Skills	4
<b>Employee Rating</b>	
ER - Analytical Ability	4
ER - Supervisory Ability	4
ER - Technical Competency	5
ER - Engineering Education	5
ER - Foreign Language Skills	4
Required Comp. (weighted)	4.6
Employee Comp. (weighted)	4.4

Employee details such as Performance Ratings are integrated with the organization chart.

### Collaborative Planning

When an organizational structure needs to change to adapt to new business conditions, OrgPlus Enterprise can chart the proposed changes and output their results instantly for analysis.

#### Interactive Planning

With easy-to-use, yet powerful drag-and-drop functionality, multiple workforce scenarios can be quickly modeled to facilitate collaboration and discussion among stakeholders.

#### Publishing and Communicating

A proposed or completed plan can be exported to slides for presentations, spreadsheets for financial and operational analysis, or an output file that can be used to manually or automatically update the system of record.

# The OrgPlus Value

OrgPlus Enterprise is a powerful communication and planning solution that drives increased workforce productivity and efficiency across the entire organization.



**Platform for Communicating**

- Roles and responsibilities
- New employee orientation
- Corporate directory
- Complex structures

## All Employees

*Increase Productivity*

OrgPlus functions as a searchable corporate directory to locate people, departments, conference rooms or other resources to enable communication, training and planning. Having clarity of the organizational structure may be the single most important on-boarding activity for new hires. OrgPlus can also be used to locate the talent in your organization to build the right team for mission-critical projects—identify the strengths and skills you need fast.

*Reduced planning time from 7 weeks to 1 week*  
**British Telecom**



**Platform for Analytics**

- Employee turnover
- Workers' claims
- Succession plans
- Salary roll-up
- Performance

## Managers

*Hasten Decision-Making*

OrgPlus Enterprise extracts HR metrics data that may be deep within an HR system and brings it to the surface right within the organization chart. This visual reporting platform allows managers to easily and actively evaluate the workforce structure with respect to its impact on the business and adjust as necessary. OrgPlus includes chart publishing options to PowerPoint, MS-Word, PDF or Excel for reporting.

*Improved viability and reliability of more than 80 fields of HR data*  
**Pitney Bowes**



**Platform for Planning**

- Succession plans
- Budgeting & forecasting
- Go-to-market expansions
- Merger integration

## Managers and Executives

*Accelerate Planning and Reaction Time*

With the convenience of the organizational structure and the intelligence behind it summarized on a visual platform, collaboration on routine change, restructuring or re-organization is readily facilitated. Department managers throughout the organization and those at the executive level can take a snapshot of the current organization and modify it to create scenarios for change. OrgPlus Enterprise is perfect for creating a new organization chart for next quarter's budget, or planning transformational change, such as for rapid growth, downsizing or a merger.

*Created charts in 10 minutes compared to 1 day with 2 employees*  
**Akorn**

**One Set of Data. Unlimited Views of Your Workforce...Here are just a few:**

### Succession Planning

- Employee career planning
- Talent and learning management
- Key employee identifier

### Early Warning System

- Employee turnover
- EOE or SOX compliance
- Workers' claims
- Span of control

### Business Performance

- Mergers and acquisitions
- Average revenue per employee
- Performance by salesperson
- Go-to-market expansion

### Budgeting & Planning

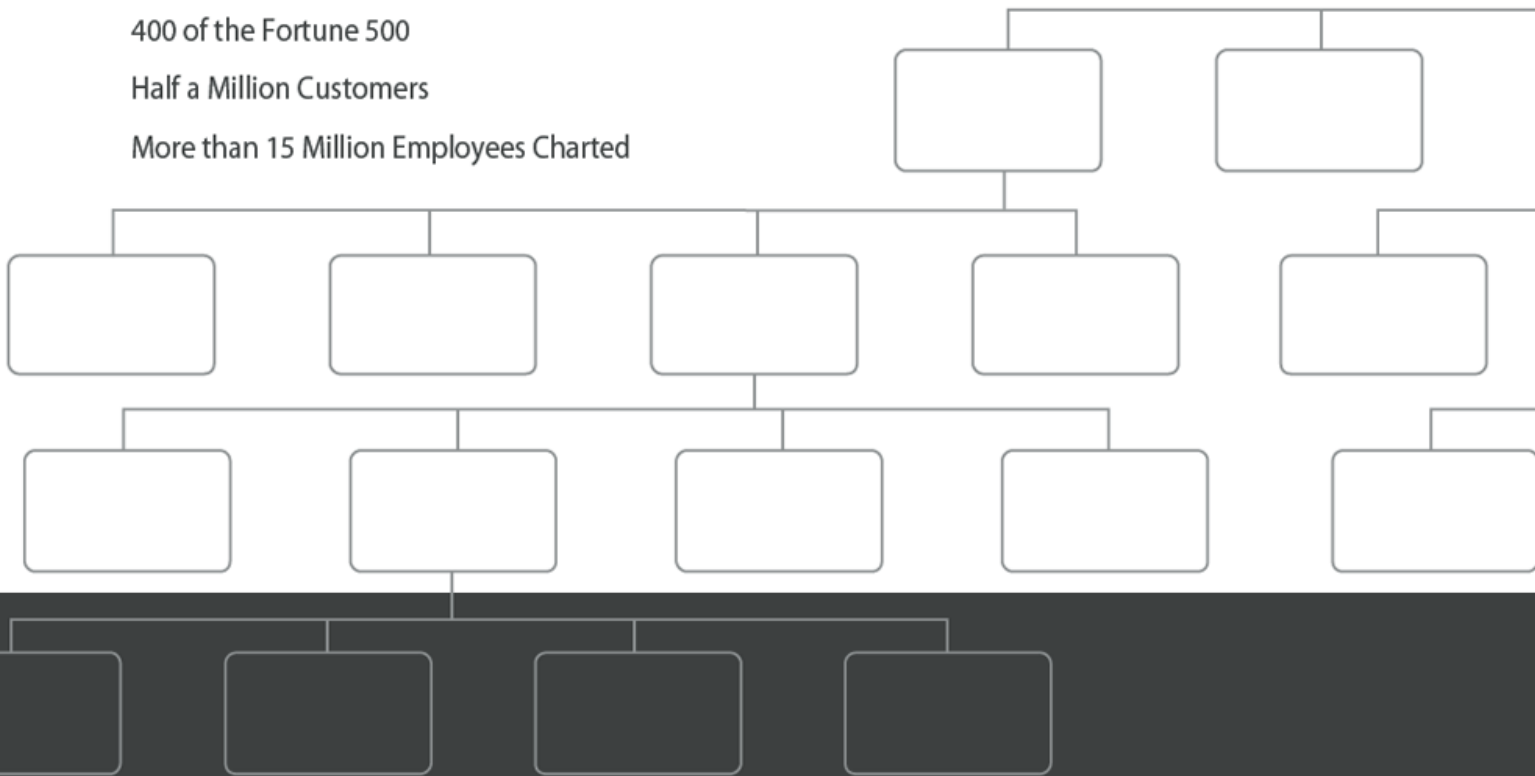
- Total headcount
- Salary roll-up
- Compensation & benefits

# OrgPlus

400 of the Fortune 500

Half a Million Customers

More than 15 Million Employees Charted



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Workforce Modeling and Intelligence

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