

OrgPlus™
Organize. Visualize. Strategize.

**Workforce Separations: Meeting Financial Goals,
Managing Risk and Retaining Key Employees**
January 21, 2009

About Us



- **Leaders in workforce planning and decision support**
- **Over 50,000 customers worldwide**
- **400 of the Fortune 500**
- **International**



The Pain



- **When a company goes through any type of change, it enters a period of risk**
- **Shareholder equity, brand equity, employee equity, executive credibility are at stake**
- **SPEED and QUALITY of decision making are critical factors**
- **Connecting STRATEGIC INTENT with OPERATIONAL EXECUTION is the biggest challenge**

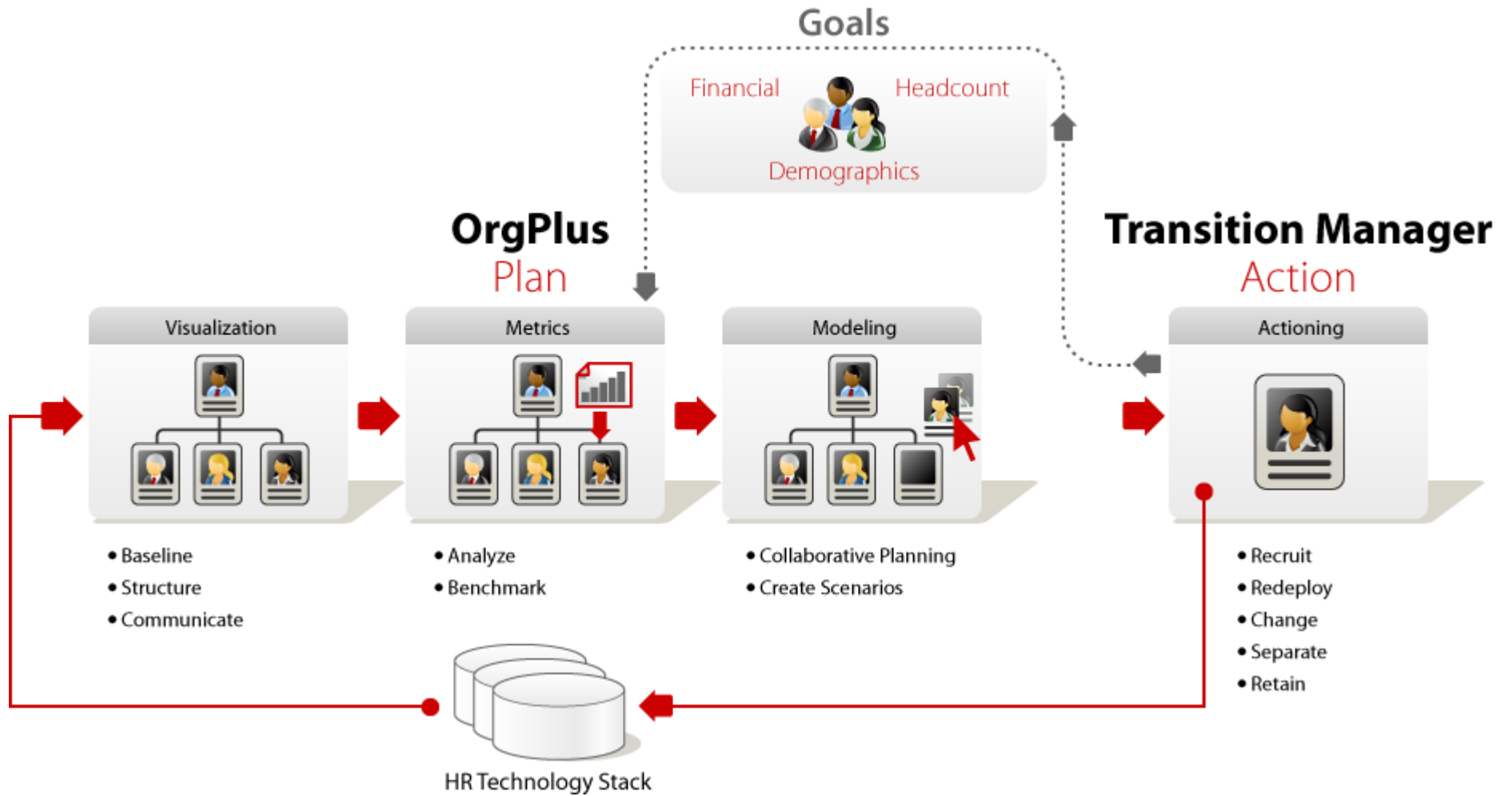
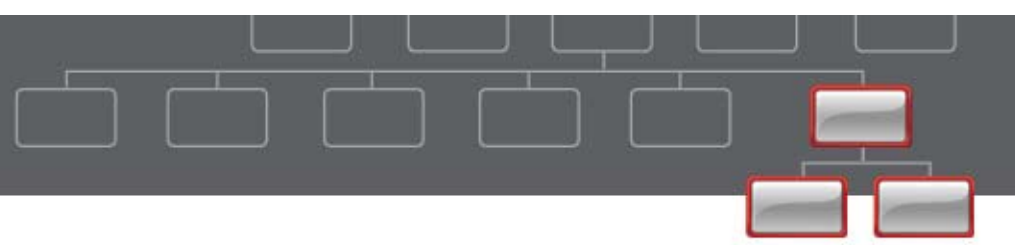
**ORGPLUS and TRANSITION MANAGER
HELP TO SOLVE THIS PROBLEM**

The Solution



- **System for managing workforce change during either evolutionary or transformational change events**
- **Connect Financial and People objectives**
- **How we do this:**
 - Centralized process definition and management
 - Constraint based, collaborative modeling environment
 - Managed outcome using goal definition, benchmarks, in-process KPI's
 - Scenario management
 - Sophisticated security and workflow

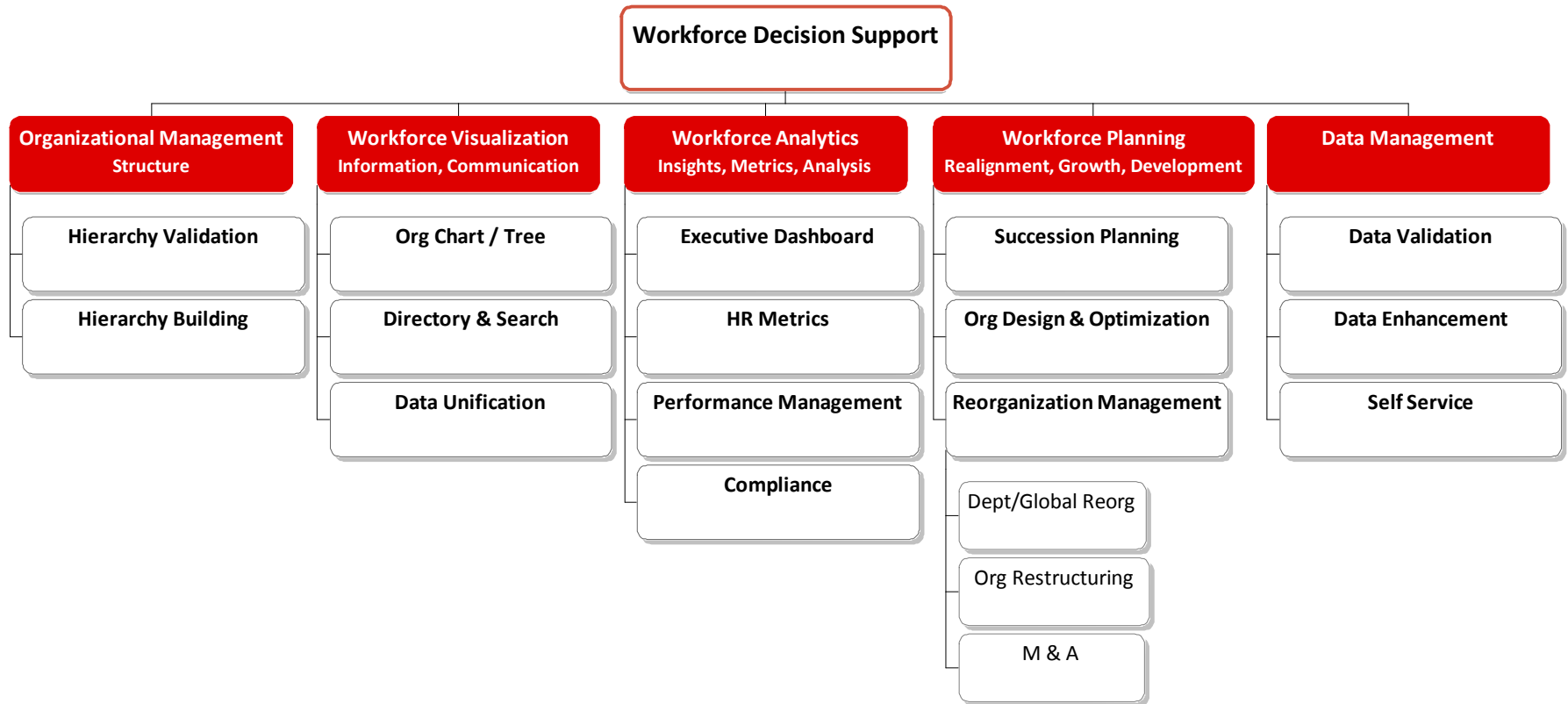
Plan and Action



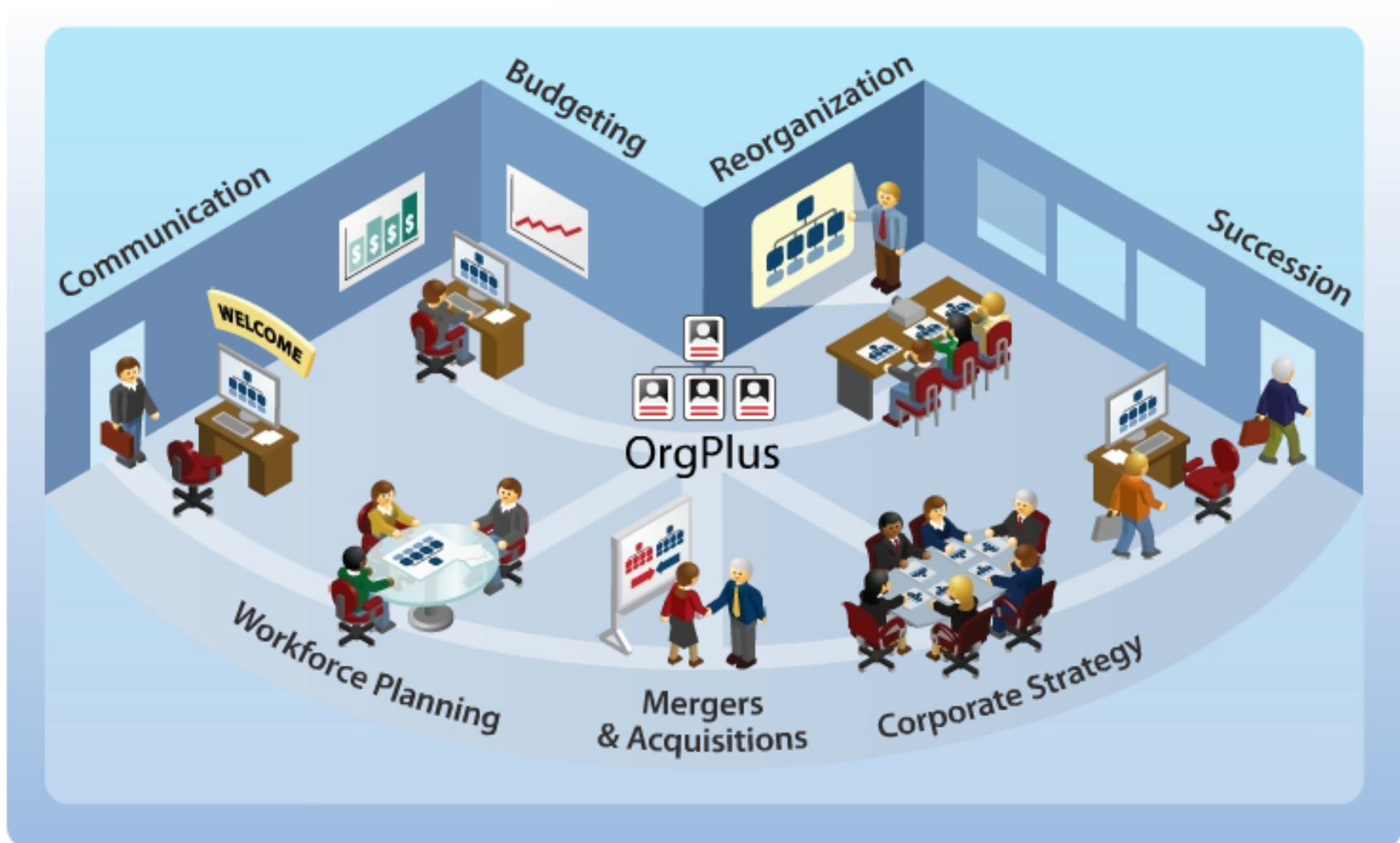
Operational Workforce Planning



OrgPlus Solution Map



Where OrgPlus Adds Value



OrgPlus: HR Information



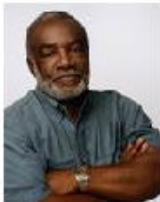
OrgPlus Enterprise Web Modeler

Help

 Search

Profile ✕

Edit



Pat Monroe
Director, Marketing

Division: Marketing

Employee Type: Full Time

Company: Automotive, Inc

Work Phone: (415) 371-1919

Ext: x07156

Fax Number: (415) 371-2000

Email: pmonroe@orgplus.com

Location: [San Francisco](#)

Work Address: 121 Kearny Street, Ste 121

City: San Francisco, CA 94109

State: CA

Zip Code: 94109

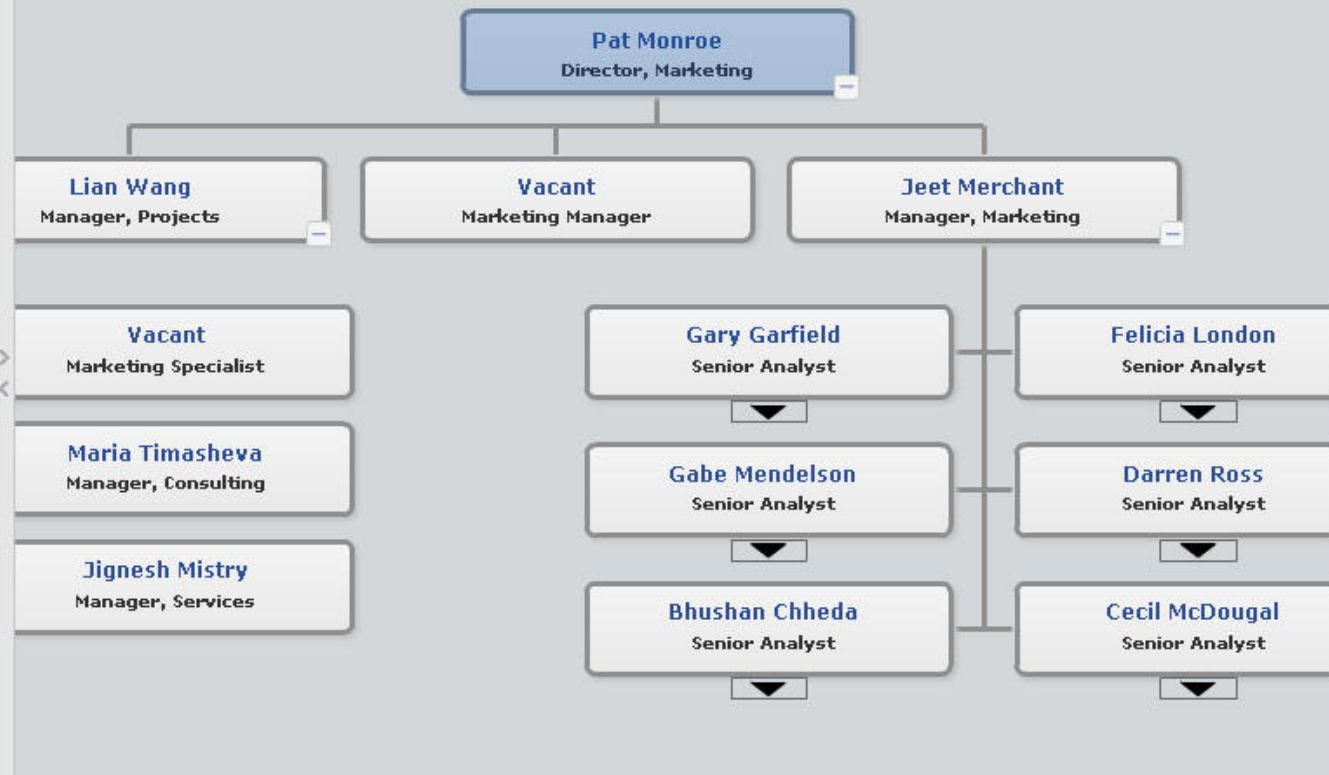
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Save Save & Close



Show: 3 levels ▾



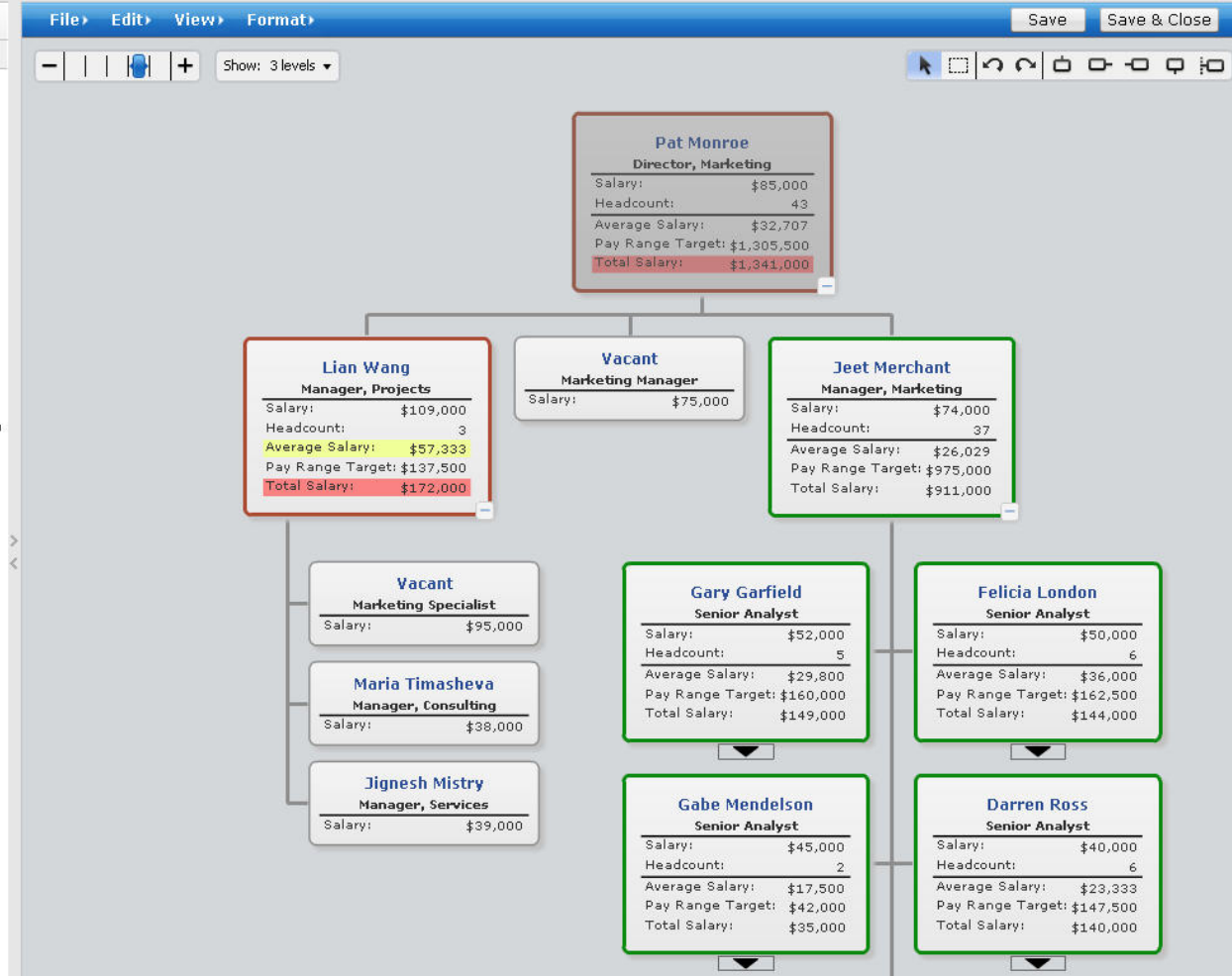
OrgPlus: Org Management, Org Design, Scenario Planning

OrgPlus[®] Enterprise
Web Modeler

Staging Area

Sort Delete

- Marketing, Marketing Manager, Mary Greene
 - Marketing, Senior Analyst, Anna Gleason
 - Marketing, Analyst, Spencer Frampton
 - Marketing, Analyst, Adele Fugitte
 - Marketing, Senior Analyst, Linda Fewell
 - Marketing, Analyst, Chris Cruise
 - Marketing, Analyst, Catherine Sullivan
 - Marketing, Analyst, Jane Woods
 - Marketing, Analyst, Carla Weller
 - Marketing, Analyst, Elliott Conklin
 - Marketing, Analyst, Becky Werner
- Marketing, Senior Analyst, Rashmi Shah
 - Corporate Development, Analyst, Kautri Mistry
 - Corporate Development, Analyst, Georgina Merchan
 - Corporate Development, Analyst, Adrian Merrit
 - Corporate Development, Analyst, Emma Plant




OrgPlus: Succession Planning

OrgPlus Enterprise m.boudier@marcosystems.com | Sign Out

Chart | Directory | Blueprint | Whiteboard | Self Service | Succession

File View Format Succession Plan Sample Search

Profile Edit



Jennifer Chen

Department: North America
 Reports: 128
 Salary: \$118,000
 Location: San Francisco
 Email: jennifer.chen@orgplus.com
 Bench strength: 2

Succession Plan | Next Moves

Candidate for Positions

Job

- ← President & CEO
- ← CFO

Remove

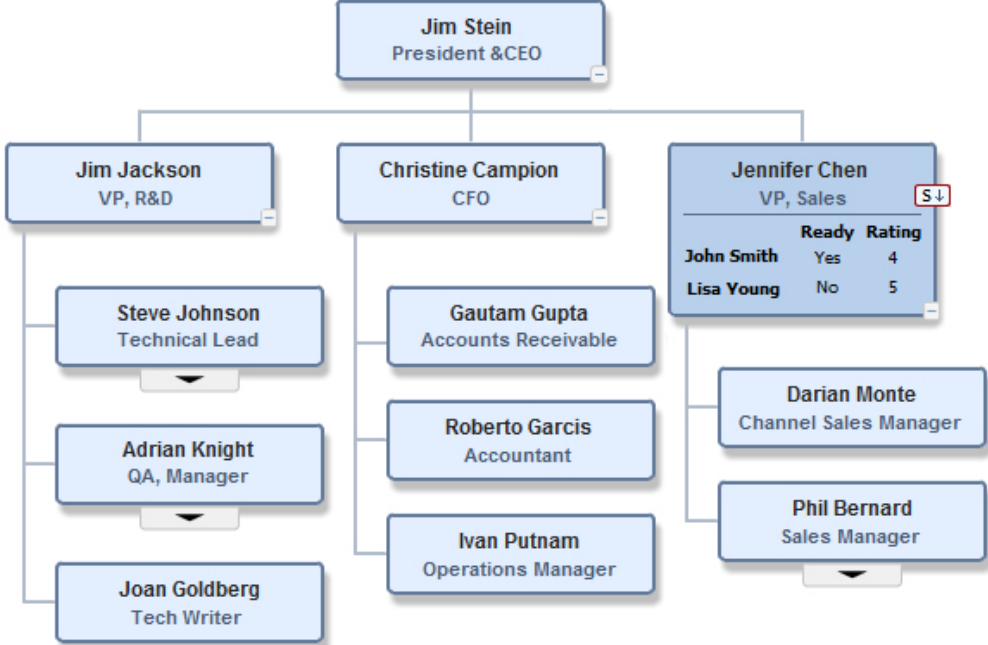
Position Detail

Incumbent: Christine Campion
 Job Title: CFO
 Location: Los Angeles

Candidate Detail

Ready: Yes
 Rank: 2

— | | | + Show: 3 levels



	Ready	Rating
John Smith	Yes	4
Lisa Young	No	5

OrgPlus: 9 Box



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Chart | Directory | Blueprint | Whiteboard | Self Service | Succession

File | View | Format | Search

Performance

Nine box report Filter

		Potential		
		Low	Medium	High
Performance	High		2	3
	Medium	1	3	1
	Low	1	1	
		Low	Medium	High

Performance: **Medium** Potential: **Medium**

Name	Job Title
Ian Godwin	Marketing Manager
Jennifer Chen	VP, Sales
Linda Colenbrander	Corp. Marketing

— | | | + Show: 3 levels

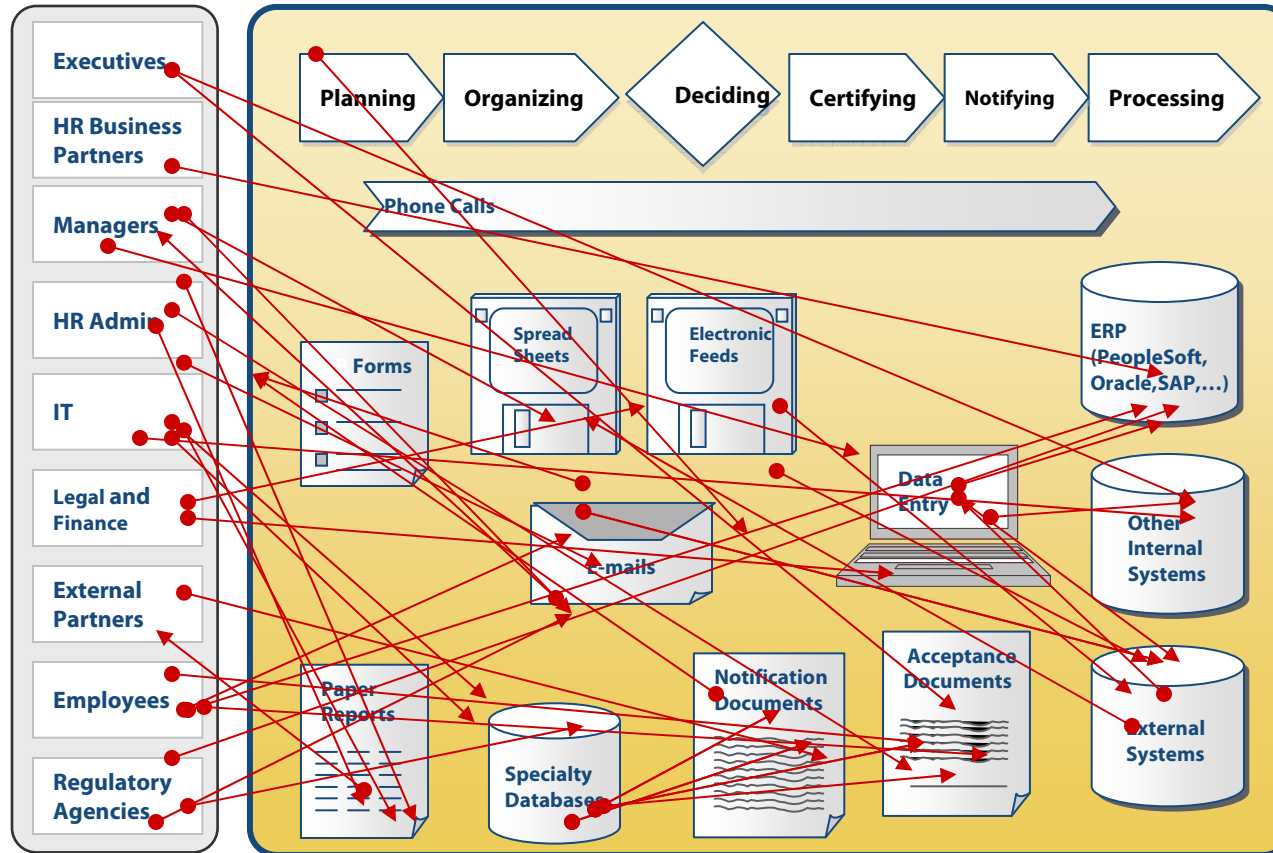
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What Gartner says...

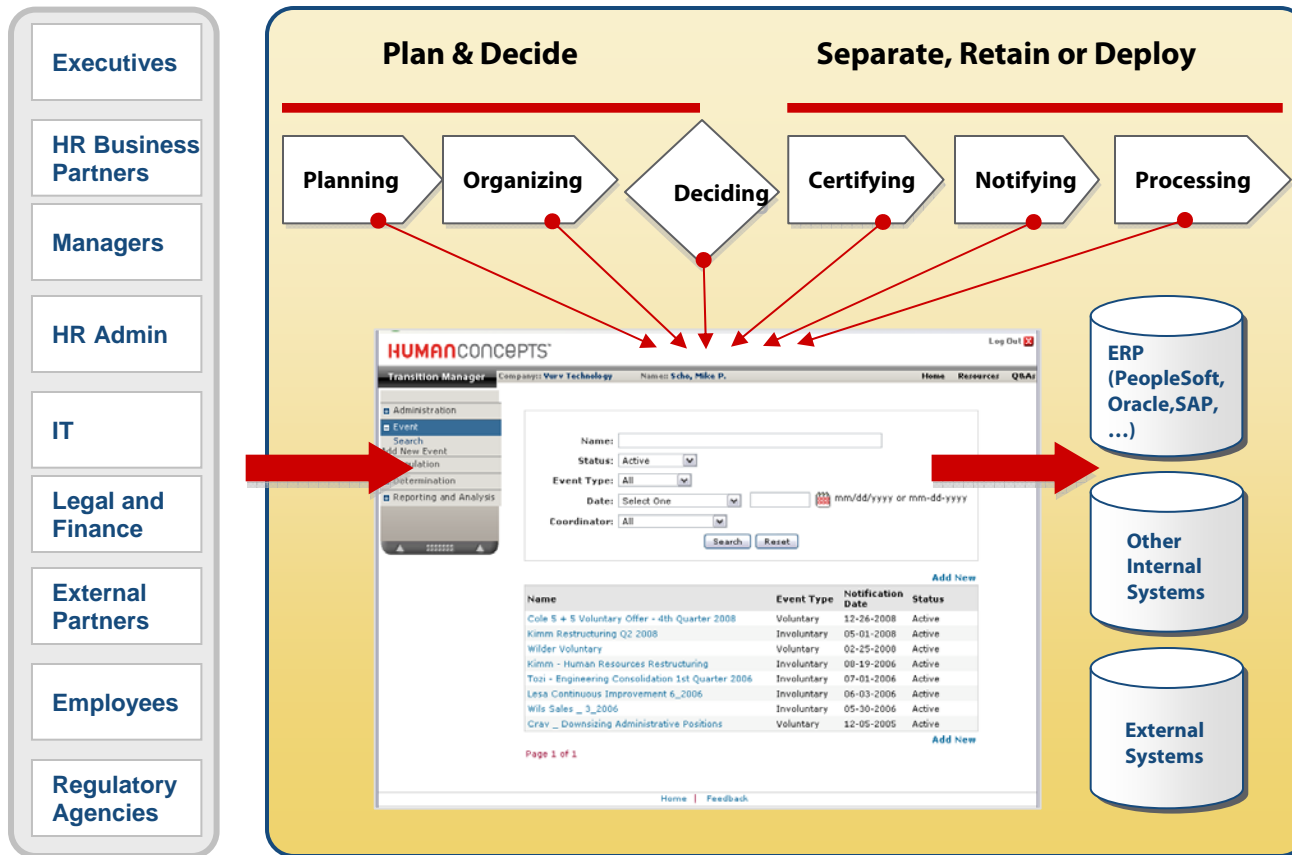


- “In times of economic uncertainty, it is vital that you have transparency and clarity about your organization. HR visualization tools offer a cost-effective way to achieve this. If you don't deploy a visualization tool, then consider doing so.”
- “If your organization is facing significant reorganizations, mergers or disposals, then use visualization tools to help plan and communicate organization changes.”
- “It does not make sense to build your own.”

Current Enterprise Reorg Decision Process



Using Transition Manager



Transition Manager offers the industry's only Best-Practice solution that automates the process, simplifies redundant HR activities, offers real-time visibility, flexibility, off-payroll savings and ensures compliance.

Transition Manager Value Drivers



➤ Retain Key Talent

- Identifies key employees and enables retention plans

➤ Meet Financial and Operational objectives

- Provides tools and data to support rapid reorganization decisions and implementation
- Provides real-time, in-process reporting

➤ Manage Risk and Compliance

- Reduces risk of lawsuits
- Ensures compliance with statutory or company practices
- Ensures consistency and transparency
- Provides audit trail to all decisions
- Ensures there are proper review and approval cycles

Proven Value / Proven ROI



Category	ROI
Accelerate Off Payroll	Typically 3 week process improvement, conservatively, saves \$3,000 per separated employee (\$1,000/week)
Talent Retention	Save 1 to 1.5 x Annual Salary to replace a high performer/high potential employee
Process Improvement	Reduce administration support costs by more than 50%
Error Reduction	Save an average of \$278 per separated employee not counting potential litigation expenses
Corporate Flexibility / Productivity	Getting to all decisions faster increases productivity over the length of an assessment event – track goal to strategy
Compliance & Risk Management	Accurate accessible data, defensible business process – the avoidance of a single claim can save millions of dollars

Consider HumanConcepts...



► If you are:

- Evaluating labor costs and efficiency
- Going through change
- Migrating between systems
- Targeting high ROI, quick win HR projects
- Wanting fast and easy HR metrics without a heavy BI implementation
- Wanting fast succession planning, 9 box capabilities

Our Customers



- ▶ **Energy & Utilities**
 - AGL Resources, Constellation Energy, Enmax, Hunt Consolidated
- ▶ **Financial Services**
 - Bank of America, Merrill Lynch, Washington Mutual
- ▶ **Healthcare/Pharmaceutical**
 - Bayer, Bristol-Myers Squibb Company, Schering Plough, Smiths Medical, Stryker
- ▶ **Public Sector**
 - State of California, Canadian Department of Defense, California Board of Equalization, City of Los Angeles, Clark County, Nevada
- ▶ **Retail**
 - Abercrombie & Fitch, Circuit City, Staples, Target, The Swiss Colony
- ▶ **Technology**
 - Adobe, ADP, Hyperion, Molex
- ▶ **Telecommunications**
 - AOL, British Telecom, Lucent, Sprint, AT&T
- ▶ **Transportation**
 - American Airlines, Amtrak, Air Canada, JetBlue Airways, Network Rail

Thank You!



Contact Information

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