HUMANCONCEPTS™

VISUALIZE

Access and share up-to-date org charts to increase organizational understanding, communicate structure and provide a basis for decision making.

VISUALIZE

Gain a consolidated view of your workforce in a familiar orgchart format. Use conditional formatting to convey complex data and enable data-driven decision making.

Organizations need to visualize, produce, maintain, and share comprehensive org charts in order to understand structure and make decisions. HumanConcepts Visualize puts this complex workforce data at your fingertips in a way that's visual, intuitive, and actionable. Bringing together data from human resources, accounting, and other business systems into an information-rich org chart allows you to easily share organizational information, generate reports, and print and publish organizational charts.

With just a few clicks, you have access to information that's core to decision-making. Visualize enables you to quickly assess and understand your entire workforce, including full-time, part-time, and contract employees. An intuitive, user-friendly interface lets you drill down to get more data, such as employee salaries, skills sets, average span of control, and all of the key HR metrics you need.

Visualize helps you understand your organization at macro and micro levels, so you are primed for future success. The intuitive, drag and drop interface enables you to view staff costs and reporting structures in different ways, identify employees and their skill sets, evaluate workforce costs, analyze span of control, and more.

By visualizing critical HR information you gain insight into your organization, exponentially increase the data's value to your business, and develop a true understanding that allows you to build plans for the future.

HumanConcepts Visualize Advanced

Do you have multiple HR systems, sophisticated security rules and complex reporting requirements that make it difficult to implement a truly comprehensive enterprise-wide HR visualization platform? We have a solution for large organizations with more complex structures and security needs. Visualize Advanced accepts data from multiple source systems, inherits security from internal systems, provides multi-language support, and delivers sophisticated reporting, providing an enterprise-class visualization infrastructure that supports your information and decision-making requirements.

"Whenever we choose to view or publish org charts, we can now do so with additional metrics and KPIs that transform our HR data into actionable information for management."

Clint Nolen
Manager of HR Systems & Analytics
Hunt Oil

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VISUALIZE

Why You Need Visualize

- You will see and grasp your complete workforce at a glance, including full time, part time, contractors, and contingent workers.

- You will help everyone in your workforce, top to bottom, understand how they relate to colleagues, groups and the organization as a whole.

- You will find convenient answers in the org chart, rather than hunting and pecking through cumbersome spreadsheets, outdated reports and static diagrams.

- You will foster an agile organization by spotting and correcting potential workforce issues before they translate into business misalignment.

- You will partner with HR and managers to make optimal, collaborative decisions, based on access to the same baseline workforce information.

Mary Green
Marketing Director

Salary:	$94,000
Hire Date:	09/01/03
Performance:	4
Work Location:	San Francisco
Headcount:	17
Span of Control:	3
Salary Rollup:	$807,550

Benefits

- **Visualize**
High-quality org charts with conditional formats display complex workforce data in a way that's immediately clear and easy to understand.

- **Understand**
Quickly navigate to the group you need to see, from one department or group to the entire organization.

- **Communicate**
Print, publish, or let managers create their own charts with secure access.

- **Metrics**
Instantly access hierarchy-based metrics—such as salaries and headcount—and drill down for more data.

- **Flexibility**
Visually organize and restructure workforce data with fully configurable views and domains.

- **Reliability**
Create accurate, up-to-date org charts from the data in your ERP or HCM systems.

Visit www.HumanConcepts.com
or call Toll Free 1.888.821.1261

About HumanConcepts:

HumanConcepts is the global leader in on-demand workforce decision support solutions. The world's largest organizations use HumanConcepts to better understand their workforces and manage change using information-rich org charts, user-configurable workforce metrics, and advanced collaborative modeling tools. HumanConcepts also provides solutions for managing and processing workforce transitions. HumanConcepts' solutions integrate seamlessly with Oracle, SAP, and other leading HCM HR systems.

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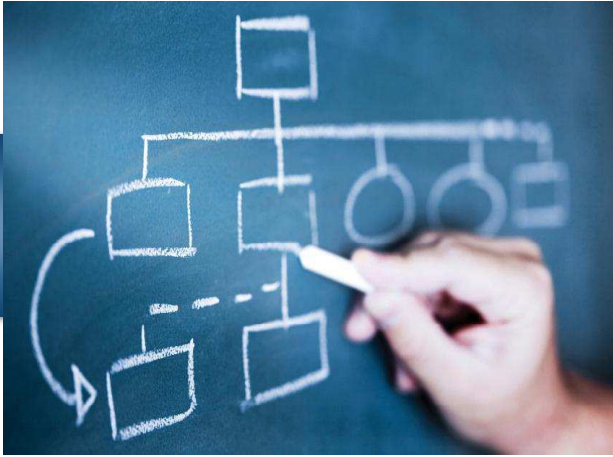10 Blenheim Court
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PLAN & MODEL

Create and evaluate scenarios for optimizing your organizational structure. Implement a streamlined, collaborative process for ongoing workforce planning, reorganizations and major events such as mergers and acquisitions.

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Move employees to a staging area so you can easily access their chart box and reposition them in the organization.

Use conditional formats, for example, an orange outline when a manager has a low span of control to easily identify areas for improvement in your organization.
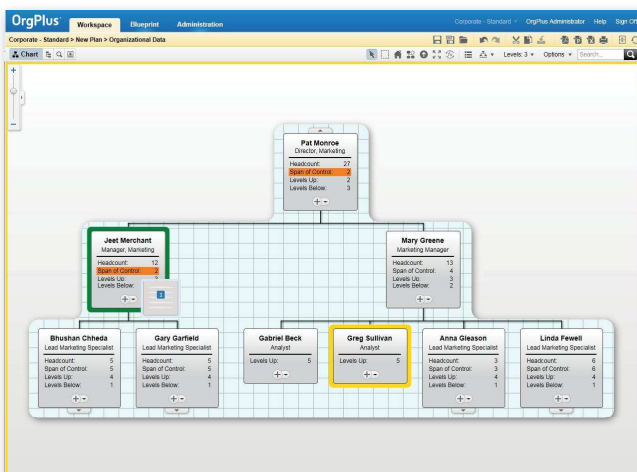
Organizations need to constantly evolve

in order to capitalize on changing business conditions and achieve true organizational agility. The more quickly organizations can adapt and realign their structures with these changing conditions, the better their chances of success. However, organizations often lack a way to collaborate around change decisions, create change options, and assess the impact of each option. As a result, organizational change becomes more risky, more costly, consumes longer cycle times and jeopardizes the organization's ability to meet strategic objectives.

Whether your organization needs to scale up to meet a growth opportunity, streamline your workforce during an economic recession, or create the optimal structure as a result of a merger or acquisition, HumanConcepts' Plan & Model Advanced provides a comprehensive solution for evaluating scenarios, assessing business impact, and making decisions.

Create alternative organizational structures and visualize, compare and evaluate your options.

Collaborate with other key planners and managers on organizational options in a secure environment to fully comprehend the impact of all structural changes before taking action. Streamline your reorganization process, speed mergers and acquisitions, and support org design initiatives. In addition, take advantage of consolidated reporting features, tracked changes and optional updates that write back to your source system. HumanConcepts' Plan & Model Advanced gives you the power to take control of organizational change and build organizational agility.

smiths

"The solution gives us superior insight into critical information that drives our decision-making and enables us to maintain advantage in the highly-competitive, ever-changing global medical device market."

Stuart Beesley
CIO
Smiths Medical

PLAN & MODEL

Why You Need
Plan & Model Advanced

- You will help create an agile organization that is able to quickly adapt and realign itself to meet changing business conditions and strategic objectives.

- You will make organizational change less risky, less costly, less time consuming and less resource intensive.

- You will streamline the reorganization process, speed mergers and acquisitions, and support organizational design initiatives.

- You will adapt visual org charts to meet diverse communication needs, from minor reassignments to major structural changes.

- You will help planners and managers alike collaborate on options to understand the impact of structural changes before taking action.

Benefits

- **Design.** Explore changes to your organizational structure. Use a simple drag-and-drop interface to visualize a new structure and alternative structures.

- **Model.** Create organizational scenarios for your new organization. Model alternative structures based on varying business goals.

- **Collaborate.** Work with organizational stakeholders to make key decisions in a secure environment. Track each individual's changes separately.

- **Assess.** Evaluate and compare key metrics to make decisions and assess change scenarios. Fully understand the impact of various change scenarios before making decisions.

- **Accelerate.** Streamline the reorganization process. Speed mergers and acquisitions with a comprehensive and collaborative process so you can return to business as usual.

- **Optimize.** Quickly adapt and realign the organization to address changing business conditions. Increase organizational agility by continually optimizing your business based on business growth, retraction, or opportunity.

- **Communicate.** Adapt org charts and visually communicate structural changes. Ensure that everyone in the organization understands the new organizational structure.

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