

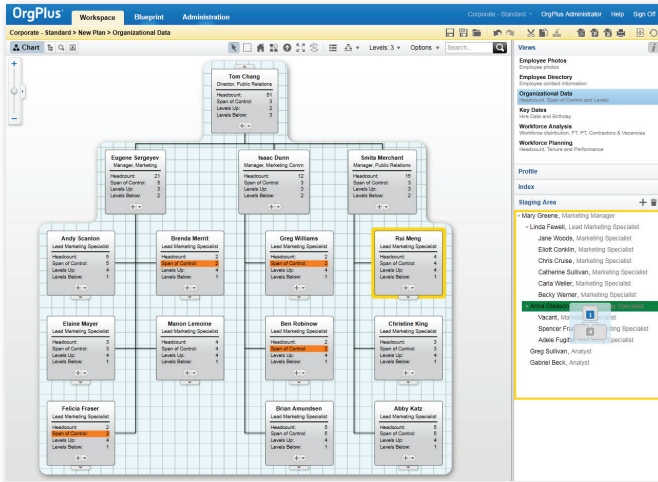
PLAN & MODEL



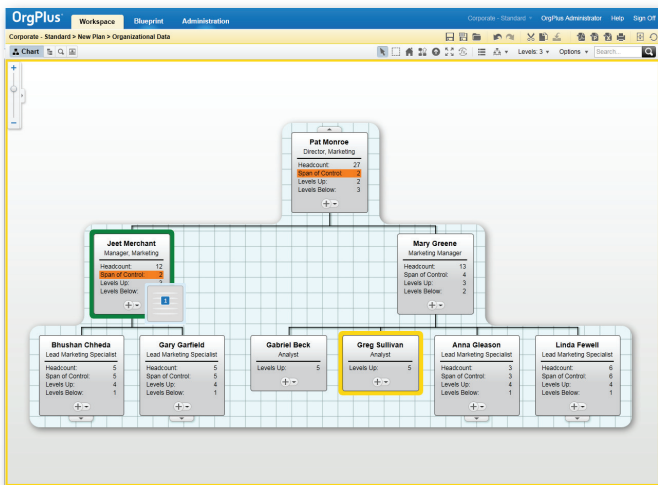
ADVANCED

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.

PLAN & MODEL



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.

Scenario A



Scenario B



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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