

CONSTRUCTIONSKILLS



SUCCESS STORY

"We have been waiting for something like OrgPlus for a long time; with the effort our colleagues in HR have put into cleaning and structuring our data, we now have a powerful tool instantly available on our desktops."

Bill Butcher
Business Analyst



Industry:
Construction / Education

Employees:
1,400

Solution Focus:
Unified View of Workforce

Product:
OrgPlus Professional

ConstructionSkills is the Sector Skills Council for the construction industry, working to deliver a safe, professional and fully qualified UK construction workforce. It works with construction companies to help them improve skills to increase their competitive edge.

Business Challenges

The organisation itself has more than 1,400 employees, based at more than 15 locations around the UK. Managing its own headcount and staff provides challenges for the HR Managers and Senior Managers at ConstructionSkills. The company has recently implemented OrgPlus software from HumanConcepts to manage its organisational structure.

Business Solution

According to David Johnson, HR Services Manager at ConstructionSkills: "Since implementing OrgPlus, we have an up-to-date, accurate picture of our total organisation. We can quickly see exactly what headcount we have, what has been approved and where there may be vacancies. This is a particularly difficult time for the construction industry. It is important that we provide efficient products and services to our customers. OrgPlus enables us to do this by giving us a complete, central view for our senior management and HR Managers."

Before implementing OrgPlus, the company used spreadsheets to record and report on its department and organisational structures. However, often the HR Manager had a different (outdated) chart than the departmental manager, because staff may have left or moved.



Business Results

With OrgPlus, all charts are now produced using information direct from the payroll system, providing accurate and up-to-the minute data.

"We selected OrgPlus for its inherent simplicity," said Johnson. "I have always considered it a market leader – it is very easy to use and yet a very powerful tool. It also has good interfaces with all the Microsoft software packages that we use, so our managers can put the information they need into their preferred format – Microsoft Excel, PowerPoint or PDF. "

ConstructionSkills uses the software at three levels. The lowest level enables all employees to view staff names, email addresses and job names and titles – almost like a company address book. All information is displayed in an organisational format.

The second level is for senior managers and heads of departments. The views are more detailed and include information on direct reports, e.g., salaries, grades, performance ratings, sickness, holidays taken and outstanding. The system displays true headcount, because all staff exist on the HR payroll, as well as positions that have been approved by the CEO.

"OrgPlus gives our managers a lot of information and control at their fingertips," said Johnson. "They can quickly see how their department is working, if there are gaps, where headcount has been approved or where there may be issues with a lot of holiday outstanding. The feedback has been excellent."

HR managers are able to view the same information as senior managers for the whole organisation. That includes employee diversity, how many direct and indirect reports a manager has, 'roll-up' and salaries they manage and control. This provides a useful tool to ensure that departments are within budget and that vacancies are filled. It can also highlight if there are issues with high rates of absenteeism.

"As a visual tool, OrgPlus is outstanding," said Johnson. "It gives us a very easy way to show organisational information then act quickly. We have definitely seen business benefits from having better information that is up to date. One colleague said she can now produce the information she requires in five minutes instead of a day."

The HR Services team is able to display information applying a 'what if' conditional rule, to show certain employee circumstances. This enables managers and the HR team to quickly get a picture of the organisation and identify any potential risk areas that need to be addressed.

ConstructionSkills also has a team of business analysts working on a transformational change programme, and OrgPlus has been an invaluable tool in providing the latest data. The team has been using OrgPlus to help with their analysis: the number of reporting staff a manager has, the number of administration staff that support the front line, and how departments are structured.

"More than 100 people a day are using the system," said Johnson. "People are actually using the information on OrgPlus to help them do their jobs – there is no doubt that we have seen a return on our investment within two months of implementing it."

About HumanConcepts:

HumanConcepts enables enterprises to better manage organisational change of all types, including growth, rightsizing and reorganisation.

Using solutions from HumanConcepts, customers can achieve organisational agility, more easily understand how they are organised, plan for the future, and transition the workforce to its optimal state. Used by many of the world's largest organisations, HumanConcepts solutions provide immediate return on investment by enabling companies to reorganise faster, manage financial targets, stay in compliance and reduce both cost and risk. The company's products are certified by leading ERP and talent vendors such as Oracle, SAP, PeopleSoft and Lawson.

HumanConcepts is based in Sausalito, California, with offices in the United Kingdom, Germany and Singapore.

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