



SUCCESS STORY

"Manually producing org charts used to be a time-consuming and painful process for our HR and IT teams. With OrgPlus Enterprise, we now have a centralized location for org chart information that our managers can access and update at any time. The solution has enabled us to better visualize our entire organization, helping us align our workforce with strategic business objectives."

David M. Rudzinsky
SVP Information Services &
Chief Information Officer

HOLOGIC™

Industry
Medical Devices

Employees
3,600+

Solution Focus
Accurate Org Charts

Product
OrgPlus Enterprise

▶ Hologic, Inc. is a leading developer, manufacturer and supplier of premium diagnostics, medical imaging systems, and surgical products. With 35 offices worldwide, the company's 3,600+ employees are dedicated to serving the healthcare needs of women throughout the world.

Business Challenges

In the last 10 years, Hologic has grown from a small Massachusetts-based company of 500 employees to a multinational organization with more than 3,600 employees around the globe. Creating and managing organizational charts for the entire company became a laborious process. Each office location and division used Visio for manually creating individual org charts and incorporating department and managerial changes. This manual solution created several problems, including:

- Employees had difficulty learning and using a drawing program to create detailed org charts with employee data.
- Charts often had incorrect or unclear HR data, and it was a challenge to keep track of all changes.
- HR lacked the functionality to produce professional boardroom charts for executive staff and auditors.
- There was no overall org chart of the entire company.
- HR and other departments spent 6+ hours a week manually making updates to the data received from the company's Oracle E-Business Suite (EBS).
- To create an accurate visual hierarchy of the company's global workforce, Hologic needed a centralized and automated org charting solution, integrated with the company's Oracle EBS.



Business Solution & Results

To meet this business need, Hologic selected HumanConcepts' OrgPlus Enterprise after a thorough product evaluation that included personal recommendations by employees. The solution links directly to the company's Oracle system and automatically uploads workforce changes daily. HR and IT were impressed with the training, help desk and online manuals that allowed for a seamless product installation. Today, users can easily publish org charts in PDF or Excel within minutes. After the OrgPlus Enterprise implementation, Hologic has achieved the following business results:

- Department and divisional managers can now quickly create and update information directly on their org charts, thanks to the solution's intuitive, easy-to-use interface.
- HR and other departments have reduced the time they spend updating workforce data into Oracle to just a few hours per week. Managers are now able to make their own updates to a centralized org chart that can be automatically refreshed from the company's Oracle database on a daily basis.
- HumanConcepts helps the organization make visual sense of the important data in Hologic's Oracle system. The solution easily creates views (e.g., titles and salaries) to allow managers to critically analyze workforce information.
- Workforce data is now validated before being uploaded to Oracle, ensuring accuracy.
- HR can now generate accurate and professional looking org charts within minutes, meeting the multiple internal requests for org charts from executives, senior staff and auditors.
- IT uses OrgPlus Enterprise as a company hierarchy directory for expense reporting and purchase order analysis.
- For the first time, Hologic can now visualize the entire organizational hierarchy and better align the workforce with corporate goals.

About HumanConcepts:

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

Using solutions from HumanConcepts, customers can achieve organizational agility, more easily understand how they are organized, plan for the future, and transition the workforce to its optimal state. Used by many of the world's largest organizations, HumanConcepts solutions provide immediate return on investment by enabling companies to reorganize 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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