



SUCCESS STORY

"With OrgPlus Enterprise we've been able to integrate to our SAP HR database with minimal configuration. 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



Industry
Energy

Employees
1000+

Solution Focus:
Accurate Org Charts

Product:
OrgPlus Enterprise

➤ Hunt Consolidated is a privately held organization with businesses covering oil & gas, real estate investment, power transmission, refining, private equity investment, and ranching. One of its holdings, Hunt Oil Company, has successfully conducted petroleum operations for 75 years. With offices and employees spread across the globe, Hunt is one of the world's leading independent energy companies.

Business Challenges

Until 2007, Hunt manually created and maintained their organizational charts using Visio. The HR manpower required to manually fulfill managers' weekly and monthly requests for updated org charts was staggering. In addition, changes to departmental organizations were administered via regular phone calls to HR along with paper-based discussions, consuming even more of HR's time. Up to eight hours per week was spent manually updating the org charts to reflect changes made in the HR database along with changes initiated by management. Issuing an absolutely accurate org chart, even with minimal data, was nearly impossible.

Hunt needed an org chart solution that could be maintained efficiently, and that could deliver accurate HR data in a "near real-time" manner.

Business Solution

OrgPlus Enterprise allowed Hunt's HR department to fully automate with information-rich organizational charts. The initial implementation connected its SAP HR system to the OrgPlus Enterprise Portal to produce online, always-accurate org charts for management at the click of a button. With the connection to the source SAP data, org charts were updated in "near real-time" fashion.

A key element in Hunt Oil's decision to select OrgPlus Enterprise was the relative ease of implementing and deploying the solution. The seamless integration with SAP with minimal configuration meant that HR could use it quickly, charts could automatically reflect any changes in the database, and generation of charts for executives became completely automated.



The OrgPlus Enterprise user interface was user friendly, enabling maximum adoption and usage by executives, with minimal training. Hunt's HR team was able to integrate all the key compensation metrics required by the executives for workforce planning right into the org charts. OrgPlus Enterprise also received top honors from executives for integration with other tools such as Excel and PowerPoint.

Business Results

OrgPlus Enterprise enabled Hunt to achieve these key organizational improvements:

- Organization charts are now available to executives on demand. With a five-minute training session, they are able to view key metrics such as compensation, service anniversaries and retirement dates.
- Hunt Oil HR saw an immediate quantum leap in the quality of HR data. With more eyes on more data, managers throughout the organization can help verify and correct data.
- Integration with the SAP HR system allows automatic updating of online org charts as changes are made in the system, and supplies management with additional HR data for workforce planning.
- Hunt's HR department, with OrgPlus Enterprise as a planning tool, now focuses its time and resources on more strategic functions, such as talent development and succession planning. OrgPlus Enterprise charts identify employees nearing retirement and allows HR to proactively collaborate with managers to develop plans for back-filling those positions.

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.

Corporate Headquarters
3 Harbor Drive, Suite 200
Sausalito, CA 94965
USA

Tel: 1 (415) 332-3030
Fax: 1 (415) 332-1010
www.humanconcepts.com

sales@humanconcepts.com
service@humanconcepts.com

HumanConcepts UK Ltd
10 Blenheim Court
Exeter
Devon EX2 8PW
United Kingdom

Tel: +44 (0)1392 823023
Fax: +44 (0)1392 829159
www.humanconcepts.co.uk

sales@orgplus.co.uk
support@orgplus.co.uk

HumanConcepts Germany
Opitzstraße 12
40470 Düsseldorf
Deutschland

Tel: +49 (0) 211 641365-0
Fax: +49 (0) 211 641365-69
www.humanconcepts.de

sales@orgplus.de
support@orgplus.de