

PEOPLES ENERGY



SUCCESS STORY

What began as a quest to document its reporting structure for new HR applications became a critical business tool for Peoples Energy, providing much more than simple organizational charting data.



Industry:
Energy

Employees:
2,200

Solution Focus:
Accurate Org Charts
Understanding Reporting Structures

Product:
OrgPlus Ondemand
OrgPlus Professional

Established in 1855, Peoples Energy is the natural gas delivery supplier to approximately 830,000 residential, commercial and industrial customers in Chicago, Illinois. It maintains 4,300 miles of natural gas mains.

Business Challenges

For Peoples Energy, tracking employee roles, responsibilities and overall employee reporting structure was a fundamental business requirement. However, because of IT resource constraints, the company was not prepared to install and maintain another enterprise application. That's when the HR team looked to OrgPlus Online, a hosted version of OrgPlus Enterprise, to provide Peoples Energy employees access to organizational charts online and give managers secure, summarized analytics for improved workforce planning.

A smaller organization with advanced technology systems, Peoples Energy required an organizational charting solution that could be managed with minimal effort and provide secure, online access to charts and confidential information.

Peoples Energy required a solution that would:

- Seamlessly integrate with its PeopleSoft HRMS
- Provide secure employee record access by role
- Provide workforce summary profiles and analytics

Business Solution

After evaluating several alternatives, Peoples Energy selected OrgPlus Online. OrgPlus Online is a hosted version of OrgPlus Enterprise, developed for companies that want to maintain organizational charts without the overhead of managing software. It is an ideal solution for smaller companies, or outsource-driven organizations that are charting employees from an HR system and need to securely and dynamically present their organizational structure online.



Business Results

Initially, Peoples Energy used OrgPlus Professional to help organize, arrange and track its reporting relationships across the entire company. The drag-and-drop functionality of OrgPlus allowed Peoples Energy to easily document these relationships and export them to a file that was fed directly to PeopleSoft. Organizaing reporting relationships for performance management and learning applications had to be implemented quickly. OrgPlus helped Peoples Energy accomplish the rollout and provided organizational charts needed to manage organizational change.

Once the reporting structure was established and validated, it was integrated with OrgPlus Online so Peoples Energy employees could display their organizational charts online and launch charts from their company intranet. The OrgPlus interface ported PeopleSoft data direct to their charts, providing current employee profiles. This job and department information is very helpful for management to understand reorganizations and workforce change. Salary information and summary analytics were also added so managers could create HR dashboards that support budgeting, planning and recruiting activities.

Because of privacy laws governing employee information and the sensitivity companies have about access to privileged information, it was critical that Peoples Energy could be assured that the right employees had access to the right information and management-level data was accessible only by role. OrgPlus Online met the company's security requirements, and Peoples Energy has been impressed with the ease in which it can manage roles and authorized-only access rules.

What began as a quest to document its reporting structure for new HR applications became a critical business tool for Peoples Energy, providing much more than simple organizational charting data. Now with OrgPlus Online, employees can access org charts online, see reporting structures and better understand company strategy. And managers can consistently and accurately assess the organization as it is currently structured and quickly respond to changing market conditions.

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