



SUCCESS STORY

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Clark Finlay
HR Advisor MIS



About cerebral palsy.
For disabled people achieving equality.

Industry:
Charity

Employees:
3,500

Solution Focus:
Budgetary Controls
Accurate Org Charts

Product:
OrgPlus Professional

➤ Scope is a charity connecting their network of supporters, including family and caregivers, with people who are suffering from cerebral palsy. Scope employs 3,500 people throughout England and Wales. As a charity, Scope recognised the importance of managing its finite resources effectively and efficiently, the value of strong internal communications and the significance of remaining within budget at all times.

Business Challenges

The HR team was tasked with the challenge of providing accurate and detailed information to enable senior managers to plan, manage budgets and to communicate and implement change. To accomplish these objectives, Scope required the solution to integrate with its HR management system, NorthgateArinso ResourceLink, and with its internal IT systems. The team felt that only through integration could relevant and timely information be communicated and strategic decisions accomplished.

Historically, creating organisational charts for use in recruitment, budgeting and strategic planning was a labour-intensive process, often based on inaccurate information with the reoccurring problem that, once completed, the chart almost immediately became obsolete.

Business Solution

OrgPlus was selected for the task due to its flexible functionality and compatibility with NorthgateArinso. The installation and configuration was intuitive, with relatively simple and straightforward integration with the HR management system.

Once completed, data was automatically loaded into OrgPlus at the press of a button directly from the HR management system, ensuring the detailed information was both accurate and timely.

Scope used OrgPlus to help communicate the organisation's structure across the charity through the visualisation of the data in chart form. Changes were communicated back into the HR and Payroll teams, who were responsible for maintaining the HR system. Charts were automatically refreshed and circulated amongst the management team.



Business Results

Employees at Scope now have the ability to easily load up-to-date and accurate organisational charts into Microsoft Office products or in PDF format for use on Intranets or within presentations, recruitment packs and reports, all at the press of a button. Visualisation of the data has helped the charity understand and improve their organisational controls. Internal communication has improved, with managers being made aware of the importance of notifying HR and Payroll teams of any changes to their individual teams. The HRMS has been cleansed, and the HR team is confident it now holds the most up-to-date and accurate information on its workforce.

Scope has experienced greater budgetary control and awareness of overspends. Traditionally, budgets would be reviewed only once a year. Now with visualisation of data through OrgPlus, Scope is able to highlight overspend with a change in colour on the chart, enabling the manager to take immediate action to rectify the budget overspend. Management teams have ready access to the information they need to make critical decisions.

Tangible return on investment has been achieved through significant savings in the preparation time of organisational charts, improved reporting on budget overspends and greater financial controls. Scope has been impressed by the ease of deployment, the flexibility of the product and the support from staff at HumanConcepts. Clark Finlay, HR Advisor MIS at Scope, commented, "Previously, the production of charts was a manual process and was hugely time consuming. With OrgPlus, organisational charts are available immediately at a press of a button. The charting wizard and flexible formatting make OrgPlus easy to use. OrgPlus has really helped our managers control their budgets by immediately highlighting areas of overspend and manage their workforce."

Although delighted with the results to date, Scope's future plans include upgrading to OrgPlus Enterprise, with real-time functionality and increased security settings; it will allow greater access for managers throughout the organisation. Managers will be able to use it for analysing metrics. All this will help the charity be more efficient in its mission to support those suffering from cerebral palsy.

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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